



AD-A277 308



**UNITED STATES
AIR FORCE**

74P6

94-09116



OCCUPATIONAL SURVEY REPORT

**DTIC
ELECTE
MAR 23 1994
S B D**

MISSILE MAINTENANCE CAREER LADDER

**AFSC 2H0X2A
(FORMERLY AFSC 411X1A)**

**AFPT 90-411-990
JANUARY 1994**

DTIC QUALITY INSPECTED 1

**OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
RANDOLPH AFB, TEXAS 78150-4449**

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

94 3 22 031

DISTRIBUTION FOR
AFSC 2M0X2A OSR AND SUPPORTING DOCUMENTS

	<u>OSR</u>	<u>ANL</u> <u>EXT</u>	<u>TNG</u> <u>EXT</u>	<u>JOB</u> <u>INV</u>
AL/HRMM	2			
ARMY OCCUPATIONAL SURVEY BRANCH	1			
CCAF/AYX	1			
DEFENSE TECHNICAL INFORMATION CENTER	2			
DFAS-DE/H	1			1
HQ ACC/DPEA	3		3	
HQ AETC/DPAEE	3		3	
HQ AETC/TTRG	2		1	
HQ AFC4A/RMPP	3		3	
HQ AFMC/DPUE	3		3	
HQ AFMPC/DPMRAD3	1			
HQ AFMPC/DPMYCO3	2			
HQ AFSOC/DPAPT	3		3	
HQ AFSPACECOM/DPAE	3		3	
HQ AMC/DPAET	3		3	
HQ ARPC/SCID	1			1
HQ PACAF/DPAET	3		3	
HQ USAF/LGMW	1		1	
HQ USSTRATCOM	1			1
NODAC	1			
SAF/AAIX	1			1
STANDARDS BRANCH (MAGTEC)	1			
USAFOMS/OMDQ	1			
USAFOMS/OMYXL	10		5	10
USMC	1			1
81 TTG/CCVT	1			
392 SMTS/DOET (1472 NEVADA, BLDG 8231, VANDENBERG AFB CA 37437-5314)	9	1		9

TABLE OF CONTENTS

	<u>PAGE NUMBER</u>
PREFACE	vi
SUMMARY OF RESULTS	viii
INTRODUCTION	1
Background	1
SURVEY METHODOLOGY	2
Inventory Development	2
Survey Administration	2
Survey Sample	3
Task Factor Administration	3
SPECIALTY JOBS (Career Ladder Structure)	5
Overview of Specialty Jobs	6
Group Descriptions	8
Comparison of Current Job Descriptions to Previous Survey Findings	21
ANALYSIS OF DAFSC GROUPS	24
Skill-Level Descriptions	24
Summary	30
ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS	30
TRAINING ANALYSIS	30
First-Enlistment Personnel	33
Training Emphasis and Task Difficulty Data	33
Specialty Training Standard (STS)	41
JOB SATISFACTION ANALYSIS	41
IMPLICATIONS	42

Accession For	
NTIS GRA&I	<input checked="checked" type="checkbox"/>
DTIC TAB	<input type="checkbox"/>
Unannounced	<input type="checkbox"/>
Justification	
By _____	
Distribution/ _____	
Availability Codes	
Dist	Avail and/or Special
A-1	

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE OF CONTENTS
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 1 MAJCOM REPRESENTATION IN SAMPLE.....	4
TABLE 2 PAYGRADE DISTRIBUTION OF SAMPLE	4
TABLE 3 AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS.....	9-11
TABLE 4 SELECTED BACKGROUND DATA FOR AFSC 2M0X2A CAREER LADDER JOBS.....	12-14
TABLE 5 SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 1986 SURVEYS	22-23
TABLE 6 DISTRIBUTION OF SKILL-LEVEL MEMBERS ACROSS CAREER LADDER JOBS.....	25
TABLE 7 TIME SPENT ON DUTIES BY MEMBERS OF SKILL-LEVEL GROUPS (RELATIVE PERCENT OF JOB TIME).....	26
TABLE 8 REPRESENTATIVE TASKS PERFORMED BY 2M032A PERSONNEL.....	27
TABLE 9 REPRESENTATIVE TASKS PERFORMED BY 2M052A PERSONNEL.....	28
TABLE 10 TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 2M032A AND DAFSC 2M052A PERSONNEL (PERCENT MEMBERS PERFORMING)	29
TABLE 11 REPRESENTATIVE TASKS PERFORMED BY AFSC 2M072A PERSONNEL	31
TABLE 12 TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 2M052A AND DAFSC 2M072A PERSONNEL (PERCENT MEMBERS PERFORMING)	32
TABLE 13 RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY FIRST-ENLISTMENT AFSC 2M0X2A PERSONNEL	34
TABLE 14 REPRESENTATIVE TASKS PERFORMED BY FIRST-ENLISTMENT 2M0X2A PERSONNEL	36
TABLE 15 EQUIPMENT ITEMS USED BY MORE THAN 30 PERCENT OF FIRST- ENLISTMENT AFSC 2M0X2A PERSONNEL	37
TABLE 16 TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS.....	38
TABLE 17 TASKS WITH HIGHEST TASK DIFFICULTY RATINGS.....	39-40
TABLE 18 COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2M0X2A TAFMS GROUPS IN CURRENT STUDY TO A COMPARATIVE SAMPLE (PERCENT MEMBERS RESPONDING).....	43-44
TABLE 19 COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2M0X2A TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDY (PERCENT MEMBERS RESPONDING)	45-46
TABLE 20 JOB SATISFACTION INDICATORS FOR AFSC 2M0X2A JOBS (PERCENT MEMBERS RESPONDING)	47-48

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
FIGURE 1 AFSC 2M0X2A CAREER LADDER JOBS.....	7
FIGURE 2 AFSC 2M0X2A FIRST-ENLISTMENT JOBS	35
APPENDIX A SELECTED REPRESENTATIVE TASKS PERFORMED BY MEMBERS OF CAREER LADDER JOBS.....	51

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Missile Maintenance career ladder (AFSC 2M0X2A, formerly 411X1A). Authority for conducting occupational surveys is contained in AFR 35-2. Computer products upon which this report is based are available for the use of operations and training officials.

The survey instrument was developed by Mr Tom Duffy, Inventory Development Specialist, with computer programming support furnished by Master Sergeant Cornelia Wharton. Mr Richard G. Ramos provided administrative support. Second Lieutenant Blair W. Conroy, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Major Randall C. Agee, Chief, Airman Analysis Section, Occupational Analysis Flight, USAF Occupational Measurement Squadron (USAFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to the USAF Occupational Measurement Squadron, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449 (DSN 487-6623).

JAMES L. ANTENEN, Lt Col, USAF
Commander
USAF Occupational Measurement
Squadron

JOSEPH S. TARTELL
Chief, Occupational Analysis Flight
USAF Occupational Measurement
Squadron

THIS PAGE INTENTIONALLY LEFT BLANK

SUMMARY OF RESULTS

1. Survey Coverage: The Missile Maintenance career ladder was surveyed to evaluate changes in the career ladder since implementation of Rivet Workforce and to obtain current task and equipment data for use in evaluating current training programs. Survey results are based on responses from 855 respondents (70 percent of the total assigned personnel selected for survey). Ninety-one percent of the resources belong to ACC.

2. Specialty Jobs: Twenty-one jobs were identified in the sample. Thirteen of the jobs were directly involved in performing the technical duties and tasks pertaining to maintenance of the various missile systems and support systems. The rest of the jobs involved various types of support for the career ladder, such as supervision, quality assurance, and computer data-base management.

3. Career Ladder Progression: Personnel at the 3- and 5-skill levels perform many tasks in common, and both groups spend the vast majority of their relative job time performing technical maintenance tasks. At the 7-skill level, although members still perform a substantial amount of routine day-to-day technical missile maintenance, a shift toward supervisory functions is evident.

4. AFR 39-1 Specialty Descriptions: All descriptions accurately depict the nature of the respective jobs.

5. Training Analysis: The Specialty Training Standard (STS) is generally supported by survey data. However, the normal comparison of year groups and skill-level groups left a great number of paragraphs unsupported. A second analysis was then performed using job groups as the criterion for STS entry support. The job groups provided the most support for the STS entries because of the diversity of the career ladder.

6. Implications: Despite changes to AFSC 2M0XX (formerly 411XX), the large missile maintenance career ladder remains relatively stable. According to the Training Manager, the addition of the advanced course will occur smoothly, and the new training center at Vandenberg AFB CA will be online in the next several months. (ICBM maintenance has been merged with Space Systems Maintenance and Research and Development areas of the career field, creating the new career ladder AFSC 2M0X2A, Missile and Space Systems Maintenance.)

THIS PAGE INTENTIONALLY LEFT BLANK

**OCCUPATIONAL SURVEY REPORT (OSR)
MISSILE MAINTENANCE CAREER LADDER
AFSC 2M0X2A
(FORMERLY AFSC 411X1A)**

INTRODUCTION

This is a report of an OSR of the Missile Maintenance career ladder completed by USAFOMS. This survey was performed as a part of the 5-year analysis cycle to review the structure of the career field since Rivet Workforce changes were implemented. There is also a need to evaluate the impact of changes due to weapons systems additions, deletions, and shifts in numbers of missiles deployed. The last survey results pertaining to this career ladder were published in July 1986.

Background

As described in AFR 39-1 Specialty Descriptions, dated April 1991, personnel in this career ladder are responsible for assembling, repairing, maintaining, modifying, configuring, inspecting, and servicing missiles, missile subsystems, and support equipment. They are also responsible for recording historical data on missiles and missile components.

Primary entry into the career ladder is from Basic Military Training School through a 9-week, 1-day formal training course now conducted at Vandenberg AFB CA. Current ABR training includes instruction on principles of operation, inspection, checkout, and periodic maintenance of WS-133 and WS-118A systems; including launch facility, launch control facility, support base, and aerospace ground equipment. Electronic fundamentals, assembly and installation of components, use of standard and special test equipment, technical orders, inspection and maintenance records, manuals, directives, and other maintenance publications are also subjects covered in the course. Entry into the career ladder currently requires an Armed Services Vocational Aptitude Battery Mechanical score of 51.

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI), AFPT 90-411-990, dated July 1992. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 42 subject-matter experts at the following operational bases:

<u>BASE</u>	<u>REASON FOR VISIT</u>
Chanute AFB IL	Technical School
F. E. Warren AFB WY	Minuteman III and Peacekeeper Missiles
Grand Forks AFB ND	Minuteman III Missiles
Vandenberg AFB CA	Minuteman and Peacekeeper Test Facilities

The resulting job inventory contained a comprehensive listing of 798 tasks grouped under 13 duty headings and a background section requesting such information as grade, duty title, functional area assigned, missile wing assigned, and special tools or equipment used or operated.

Survey Administration

From January through April 1993, Military Personnel Flights at operational units worldwide administered the inventory to personnel holding DAFSCs 41131A, 41151A, and 41171A. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Armstrong Laboratory, Human Resources Directorate.

Each individual who completed the inventory first completed an identification and biographical information section, and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task as compared to all other tasks checked. The ratings ranged from 1 (very small amount of time spent) through 5 (about average amount of time spent) to 9 (very large amount of time spent).

To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across military paygrade groups and major commands (MAJCOMs). All eligible AFSC 2M0X2A personnel were mailed survey booklets. The 855 respondents in the final sample represent 70 percent of the total assigned personnel and 76 percent of the total personnel surveyed. Table 1 reflects the MAJCOM distribution for these AFSC 2M0X2A personnel. Table 2 displays the paygrade distribution of the sample. As reflected in these tables, the survey sample is an excellent representation of the career ladder population.

Task Factor Administration

While most participants in the survey process completed a USAF JI, selected senior AFSC 2M0X2A personnel were asked to complete additional booklets rendering judgements on task training emphasis (TE) or task difficulty (TD). The TE and TD booklets were processed separately from the JIs. The information gained from these task factor data is used in various analyses and is a valuable part of the training decision process.

Task Difficulty (TD). Each individual completing a TD booklet was asked to rate all of the tasks on a 9-point scale (from extremely low to extremely high) as to the relative difficulty of each task in the inventory. Difficulty is defined as the length of time required by the average incumbent to learn to do the task. TD data were independently collected from 53 7-skill level personnel stationed worldwide. Interrater reliability was determined to be acceptable, which reflects a satisfactory agreement among raters. Ratings were standardized so tasks have an average difficulty of 5.00, with a standard deviation of 1.00. The resulting data yield essentially a rank ordering of tasks indicating the degree of difficulty for each task in the inventory.

Training Emphasis (TE). Individuals completing TE booklets were asked to rate tasks on a 10-point scale (from no training required to extremely high amount of training required). Training emphasis is a rating of which tasks require structured training for first-enlistment personnel. Structured training is defined as training provided at resident technical schools, field training detachments, mobile training teams, formal OJT, or any other organized training method. TE data were independently collected from 34 experienced 7-skill level personnel stationed worldwide. The interrater reliability for these raters was acceptable, indicating there was satisfactory agreement among raters as to which tasks required some form of structured training and which did not. In this specialty, tasks have an average TE rating of 1.84 and a standard deviation of 1.34; tasks considered high in training emphasis have ratings of 3.18 and above. As

TABLE 1
MAJCOM REPRESENTATION IN SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
ACC	92	94
AETC	6	5
AFMC	2	*

TOTAL ASSIGNED = 1,213
TOTAL SURVEYED = 1,127
TOTAL IN SAMPLE = 855
PERCENT OF ASSIGNED IN SAMPLE = 70%
PERCENT OF SURVEYED IN SAMPLE = 76%

* Denotes less than 1 percent

TABLE 2
PAYGRADE DISTRIBUTION OF SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
E-1 to E-3	35	28
E-4	25	31
E-5	20	23
E-6	12	11
E-7	7	7

was discussed in the TD section above, TE rating data may also be used to rank order tasks indicating those tasks which senior NCOs in the field consider the most important for the first-enlistment airman to know.

When used in conjunction with the primary criterion of percent members performing, TD and TE ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

SPECIALTY JOBS (Career Ladder Structure)

A USAF Occupational Analysis begins with an examination of the career ladder structure. The structure of jobs within the Missile Maintenance career ladder was examined on the basis of similarity of tasks performed and the percent of time spent ratings provided by job incumbents, independent of other specialty background factors.

Each individual in the sample performs a set of tasks called a job. For the purpose of organizing individual jobs into similar units of work, an automated job clustering program is used. This hierarchical grouping program is a basic part of the Comprehensive Occupational Data Analysis Program system for job analysis. Each individual job description (all the tasks performed by that individual and the relative amount of time spent on those tasks) is compared to every other job description in the sample in terms of tasks performed and the relative amount of time spent on each task in the JI. The automated system is designed to locate the two job descriptions with the most similar tasks and percent time ratings and combine them to form a composite job description. In successive stages, new members are added to initial groups, or new groups are formed based on the similarity of tasks performed and similar time ratings in the individual job descriptions.

The basic identifying group used in the hierarchical job structuring process is the job. When there is a substantial degree of similarity between jobs, they are grouped together and identified as a cluster. When there are variations in the combinations of tasks and time by sample respondents, some numbers of different jobs are identified. The resulting job structure information (these varying jobs within the career ladder) can be used to evaluate the accuracy of career ladder documents (AFR 39-1 Specialty Descriptions and Specialty Training Standards (STS)) and to gain a better understanding of current utilization patterns. The above terminology will be used in the discussion of the AFSC 2M0X2A career ladder structure.

Overview of Specialty Jobs

Structure analysis identified 10 jobs and 3 clusters of jobs within the survey sample. Based on task similarity and relative time spent, the division of jobs performed by AFSC 2M0X2A personnel is illustrated in Figure 1, and a listing of those jobs is provided below. The unusual diversity of this ladder is clearly shown by this figure. The stage (ST) number shown beside each title is a reference to computer-printed information; the number of personnel in each stage (N) is also shown.

- I. MISSILE MAINTENANCE CLUSTER (ST0057, N=197)
- II. PEACEKEEPER GUIDANCE AND CONTROL JOB (ST0185, N=18)
- III. PEACEKEEPER MISSILE HANDLING JOB (ST0188, N=24)
- IV. MINUTEMAN MISSILE HANDLING JOB (ST0152, N=107)
- V. LAUNCH SITE REFURBISHMENT JOB (ST0171, N=13)
- VI. ELLSWORTH DEACTIVATION JOB (ST0159, N=8)
- VII. MECHANICAL SHOP JOB (ST0170, N=38)
- VIII. PNEUDRAULICS JOB (ST0278, N=32)
- IX. VEHICLE MAINTENANCE JOB (ST0137, N=34)
- X. SUPPLY CLUSTER (ST0063, N=44)
- XI. JOB CONTROL JOB (ST0164, N=15)
- XII. SUPERVISION AND TRAINING CLUSTER (ST0024, N=158)
- XIII. EXPANDED MISSILE DATA ANALYSIS SYSTEM (EMDAS) OPERATOR JOB (ST0192, N=11)

The respondents forming these stages account for 82 percent of the survey sample. The remaining 19 percent were performing tasks or series of tasks which did not group with any of the defined jobs. Job titles given by respondents which were representative of these personnel include Weapons Safety NCO, MMT Scheduler, Recovery Technician, and Parts Research. As mentioned earlier, this is a highly diverse career ladder. The job requiring the most number of

AFSC 2M0X2A CAREER LADDER JOBS

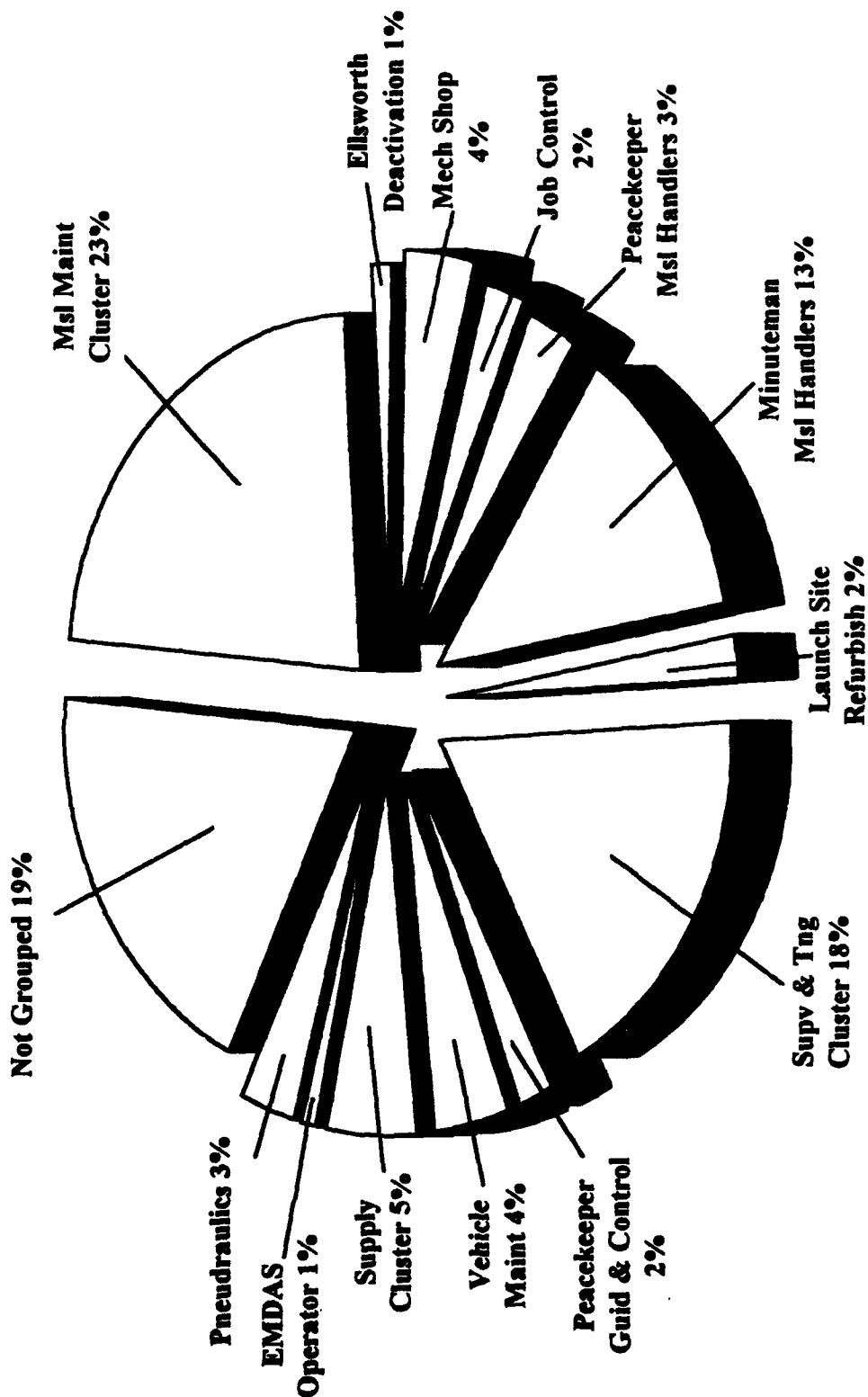


FIGURE 1

tasks performed only averages 86 of the 798 tasks in the inventory. This is unusual for any ladder, but it clearly shows the diverse nature of the technical jobs performed by Missile Maintenance personnel.

Group Descriptions

The following paragraphs contain brief descriptions of the jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty jobs. Selected background data for these jobs are provided in Table 4. Representative tasks for all the stages and groups are contained in Appendix A.

I. MISSILE MAINTENANCE CLUSTER (ST0057, N=197). The 197 airmen forming this cluster of jobs (23 percent of the sample) are responsible for maintaining all the systems above the rocket propellant. This is the core work of the ladder. Members inspect, install, and replace guidance equipment, launcher closure components, and other related missile system components. Most of their relative job time (74 percent) is spent on technical tasks dealing with missile maintenance. Members perform an average of 86 tasks. Incumbents in this cluster perform the following representative tasks:

- lower or raise equipment into or out of launch facilities
- remove or install elevator workcages
- remove or install missile guidance sets (MGSs)
- remove or install ballistic gas generator cartridges
- connect or disconnect MGS umbilicals
- perform missile skirt umbilical checks

There are five jobs in the cluster. The first is a job that focuses on re-entry vehicle (RV) maintenance. These Top-side Technicians perform an average of 39 tasks dealing with loading and unloading of RVs, performing preoperational checks on RV guidance and control equipment, and performing RV safety monitor circuit checks. Incumbents have an average of 3 1/2 years in the service, and 9 of the 14 hold the 5-skill level. The others hold the 3-skill level.

The second job involves many of the same technical maintenance tasks as the rest of the cluster. However, the core tasks for this job deal with maintaining the missile umbilical connections. Tasks performed include connecting or disconnecting MGS umbilicals, connecting or disconnecting missile skirt umbilicals, and removing or installing umbilical plug jumper cable assemblies. Members with this job also have 3 1/2 years in the service, and the majority hold the 5-skill level.

TABLE 3

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS

DUTIES	MISSILE MAINT CLUSTER (STG157)	PEACEKEEPER GUIDANCE AND CONTROL (STG185)	PEACEKEEPER MISSILE HANDLING (STG188)	MINUTEMAN MISSILE HANDLING (STG152)	LAUNCH SITE REFURBISHMENT (STG171)
A ORGANIZING AND PLANNING	1	3	*	1	3
B DIRECTING AND IMPLEMENTING	3	5	2	3	5
C INSPECTING AND EVALUATING	2	5	1	2	4
D TRAINING	4	4	1	3	8
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	2	9	4	6	4
F PERFORMING GENERAL MISSILE MAINTENANCE FUNCTIONS	19	22	29	20	9
G PERFORMING MISSILE PNEUDRAULICS FUNCTIONS	1	1	2	5	1
H PERFORMING MISSILE MAINTENANCE SUPPORT FUNCTIONS	3	5	3	3	*
I PERFORMING MISSILE HANDLING AND TRANSPORTING FUNCTIONS	2	2	44	51	0
J PERFORMING MISSILE MAINTENANCE FUNCTIONS	54	30	8	*	4
K PERFORMING VEHICLE AND EQUIPMENT CONTROL FUNCTIONS	5	10	5	5	3
L PERFORMING POSTLAUNCH REFURBISHMENT OF LAUNCH FACILITIES	1	*	*	*	57
M PERFORMING DESTRUCT ORDNANCE INSTALLATION	1	2	*	1	*

* Denotes less than 1 percent

NOTE: Columns may not add up to 100 percent due to rounding

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS

DUTIES	ELLI SWORTH DEACTIVATION (SIG159)	MECHANICAL SHOP (SIG170)	PNEUDRAULICS (SIG278)	VEHICLE MAINT (SIG137)	SUPPLY CLUSTER (SIG63)
A ORGANIZING AND PLANNING	1	2	2	10	5
B DIRECTING AND IMPLEMENTING	0	3	5	14	5
C INSPECTING AND EVALUATING	0	2	3	7	4
D TRAINING	6	3	3	5	4
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	3	8	7	14	18
F PERFORMING GENERAL MISSILE MAINTENANCE FUNCTIONS	33	20	15	31	15
G PERFORMING MISSILE PNEUDRAULICS FUNCTIONS	0	4	59	*	1
H PERFORMING MISSILE MAINTENANCE SUPPORT FUNCTIONS	3	56	7	1	6
I PERFORMING MISSILE HANDLING AND TRANSPORTING FUNCTIONS	4	*	*	*	*
J PERFORMING MISSILE MAINTENANCE FUNCTIONS	24	*	*	0	*
K PERFORMING VEHICLE AND EQUIPMENT CONTROL FUNCTIONS	19	1	1	18	41
L PERFORMING POSTLAUNCH REFURBISHMENT OF LAUNCH FACILITIES	5	*	0	0	*
M PERFORMING DESTRUCT ORDNANCE INSTALLATION	*	*	0	0	0

* Denotes less than 1 percent

NOTE: Columns may not add up to 100 percent due to rounding

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS

DUTIES	JOB CONTROL (STG164)	SUPERVISION AND TRAINING CLUSTER (STG24)	EMDAS OPERATOR (STG192)
A ORGANIZING AND PLANNING	18	18	12
B DIRECTING AND IMPLEMENTING	54	23	3
C INSPECTING AND EVALUATING	9	23	3
D TRAINING	4	14	5
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	14	12	78
F PERFORMING GENERAL MISSILE MAINTENANCE FUNCTIONS	*	4	0
G PERFORMING MISSILE PNEUDRAULICS FUNCTIONS	0	*	0
H PERFORMING MISSILE MAINTENANCE SUPPORT FUNCTIONS	0	*	0
I PERFORMING MISSILE HANDLING AND TRANSPORTING FUNCTIONS	0	1	0
J PERFORMING MISSILE MAINTENANCE FUNCTIONS	0	1	0
K PERFORMING VEHICLE AND EQUIPMENT CONTROL FUNCTIONS	0	2	0
L PERFORMING POSTLAUNCH REFURBISHMENT OF LAUNCH FACILITIES	0	*	0
M PERFORMING DESTRUCT ORDNANCE INSTALLATION	0	*	0

* Denotes less than 1 percent

NOTE: Columns may not add up to 100 percent due to rounding

TABLE 4

SELECTED BACKGROUND DATA FOR AFSC 2M0X2A CAREER LADDER JOBS

	MISSILE MAINT <u>CLUSTER</u>	PEACEKEEPER GUIDANCE <u>AND CONTROL</u>	PEACEKEEPER MISSILE <u>HANDLING</u>	MINUTEMAN MISSILE <u>HANDLING</u>	LAUNCH SITE <u>REFURBISHMENT</u>
NUMBER IN GROUP	197	18	24	107	13
PERCENT OF SAMPLE	23%	2%	3%	13%	2%

DAFSC DISTRIBUTION:

2M032A	18%	11%	13%	17%	15%
2M052A	62%	72%	58%	62%	69%
2M072A	19%	17%	29%	21%	15%

PAYGRADE DISTRIBUTION:

E-1 to E-3	33%	22%	25%	37%	15%
E-4	40%	61%	33%	33%	46%
E-5	24%	17%	29%	25%	31%
E-6	3%	0%	13%	4%	8%
E-7	0%	0%	0%	2%	0%

AVERAGE NUMBER OF TASKS
PERFORMED

	86	59	81	78	77
--	----	----	----	----	----

AVERAGE MONTHS TAFMS

	64	71	91	65	72
--	----	----	----	----	----

PERCENT IN FIRST ENLISTMENT

	45%	34%	29%	44%	46%
--	-----	-----	-----	-----	-----

PERCENT SUPERVISING

	24%	22%	12%	33%	38%
--	-----	-----	-----	-----	-----

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR AFSC 2M0X2A CAREER LADDER JOBS

NUMBER IN GROUP PERCENT OF SAMPLE	<u>ELLSWORTH</u>		<u>MECHANICAL</u>		<u>PNEUDRAULICS</u>		<u>VEHICLE</u>		<u>SUPPLY</u>	
	<u>DEACTIVATION</u>		<u>SHOP</u>				<u>MAINT</u>		<u>CLUSTER</u>	
8			38		32		34		44	
1%			4%		3%		4%		5%	

DAFSC DISTRIBUTION:

2M032A	25%	16%	6%	32%	38%
2M052A	75%	71%	75%	50%	48%
2M072A	0%	13%	19%	18%	14%

PAYGRADE DISTRIBUTION:

E-1 to E-3	50%	22%	16%	47%	52%
E-4	37%	54%	56%	29%	23%
E-5	13%	21%	22%	18%	20%
E-6	0%	3%	6%	6%	5%
E-7	0%	0%	0%	0%	0%

AVERAGE NUMBER OF TASKS
PERFORMED

18	85	79	32	28
----	----	----	----	----

AVERAGE MONTHS TAFMS

37	73	72	61	63
----	----	----	----	----

PERCENT IN FIRST ENLISTMENT

88%	32%	40%	59%	60%
-----	-----	-----	-----	-----

PERCENT SUPERVISING

0%	42%	53%	53%	36%
----	-----	-----	-----	-----

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR AFSC 2M0X2A CAREER LADDER JOBS

NUMBER IN GROUP PERCENT OF SAMPLE	SUPERVISION AND TRAINING		
	<u>JOB CONTROL</u>	<u>CLUSTER</u>	<u>EMDAS OPERATOR</u>
	15	158	11
	2%	18%	1%

DAFSC DISTRIBUTION:

2M032A	0%	0%	0%
2M052A	40%	25%	55%
2M072A	60%	75%	45%

PAYGRADE DISTRIBUTION:

E-1 to E-3	0%	0%	0%
E-4	27%	14%	36%
E-5	47%	22%	36%
E-6	27%	32%	18%
E-7	0%	30%	9%

AVERAGE NUMBER OF TASKS PERFORMED

AVERAGE MONTHS TAFMS

PERCENT IN FIRST ENLISTMENT

PERCENT SUPERVISING

	20	47	16
	127	158	134
	0%	0%	0%
	47%	77%	8%

The third and fourth jobs focus on the same core technical tasks as the previous jobs. The main differences are the scope and the experience required of the jobs. One is the Missile Maintenance Team Member job, which involves maintaining everything from gas detectors to missile semi-trailers. This job is the main focus of the career ladder as evidenced by the average of 105 technical tasks performed by members. The other job is a limited version of the Missile Maintenance Team Member in that only an average of 47 tasks are performed, and incumbents only have 3 1/2 years in the service as opposed to 5 years for the previous job.

The final job of the cluster is the Maintenance Team Chief. This job is even broader than the Missile Maintenance Team Member job because of the addition of supervisory tasks, such as counselling subordinates and writing EPRs. The Team Chief is responsible for supervising his team during all phases of missile maintenance. The predominant paygrade is E-5, while skill level is split evenly between the 5- and 7-levels. The average time in service for members with this job is 8 years.

II. PEACEKEEPER GUIDANCE AND CONTROL JOB (ST0185, N=18). Comprising 2 percent of the sample, these respondents transport, install, inspect, and operationally check Peacekeeper Missile guidance and control sets. Members still spend 50 percent of their time performing missile maintenance and general missile maintenance functions. Seventy-two percent of incumbents hold the 5-skill level. The predominant paygrade is E-4, with an average time in service of 6 years. Typical tasks which members perform include:

- load or unload missile guidance and control sets from support trucks
- remove or install Missile Guidance and Control Set (MGCS) emplacement sets
- remove or install LER-2 work platforms
- perform self-test on electronic freon leak detectors
- perform MGCS handling and transporting procedures
- perform MGCS certification tests
- inspect MGCSs
- perform preoperational checks on MGCS support trucks

III. PEACEKEEPER MISSILE HANDLING JOB (ST0188, N=24). More respondents perform this job than the Peacekeeper Guidance and Control job. The job entails transporting, inspecting, and installing missile stages for the Peacekeeper weapons system (WS-118). Members spend 45 percent of their time performing missile transporting and handling functions. General missile maintenance is still a large part of the job, as 29 percent of members' time is spent in this area. Representative tasks performed by peacekeeper missile handlers are:

- position, stabilize, or destabilize TYPE II transporters
- load or unload stage shipping containers from TYPE II transporters
- roll transfer stage IV at storage facilities

- roll transfer stages I, II, or III at storage facilities
- operate rail transfer facilities
- remove or install stages I, II, or III
- remove or install stage IV

The airmen holding this job have more time in the service than the career ladder average of 5 years. Only 3 of the 24 reported that they supervise others. Most members are in paygrades E-3 through E-5 (82 percent). The majority (58 percent) hold the 5-skill level, while 29 percent hold the 7-skill level.

IV. MINUTEMAN MISSILE HANDLING JOB (ST0152, N=107). This job is performed by the second largest number of respondents, comprising 13 percent of the sample. Incumbents spend 51 percent of their time performing missile handling and transporting functions and 29 percent performing general missile maintenance. Critical functions of the job include transporting, positioning, and checking missile transporter erectors and ballistic missile trailers. Incumbents use various other transportation equipment on a daily basis in their duties as missile handlers. They perform similar duties to those of the previous job, but on a different weapon system. Typical tasks performed by members include:

- prepare transporter erectors (TE) for removing missiles
- perform preoperational checks on TEs
- perform loaded TE transit storage and handling operations
- load or unload shipping and storage containers ballistic missile (SSCBM) from aircraft
- perform preoperational checks on ballistic missile trailers

The demographics of these incumbents most closely resemble those of the Missile Maintenance cluster. Most members hold the 5-skill level (62 percent), and the rest are evenly split between the 3- and 7-skill levels. Paygrade range is evenly distributed from E-2 through E-5 with more in paygrade E-4. Members have more than 5 years' time in service making them average for the ladder.

V. LAUNCH SITE REFURBISHMENT JOB (ST0171, N=13). This job is performed by few respondents (2 percent of ladder) and is only found at Vandenberg AFB CA. Members spend 57 percent of their time performing postlaunch refurbishment of launch facilities. Job responsibilities include maintaining and inspecting all launch system components and repairing any and all launch facility materials damaged or destroyed following a test launch. Incumbents perform the following typical tasks:

- remove or install ballistic actuators
- remove or install multiplying linkages
- remove or install tether cans or cables
- remove or install first motion switches
- perform damage inspections on launch tube access doors
- perform damage inspections on collimator slot cover mechanism components
- apply or remove insulative material to or from launch facilities

With an average of 5 years' time in the career field, 85 percent of these airmen report holding the 5- or 7-skill level and reflect a predominant paygrade of E-4.

VI. ELLSWORTH DEACTIVATION JOB (ST0159, N=8). This job is the smallest in the ladder including only 1 percent of the respondents. The job entails the same tasks as those of the missile maintenance cluster. However, members spend a greater percentage of their time loading equipment and removing various umbilicals in support of the deactivation efforts at Ellsworth AFB SD. Members perform an average of 18 tasks, which makes this the second most focused job in the ladder. Typical tasks performed include:

- connect or disconnect missile skirt umbilicals
- connect or disconnect Missile Guidance Set (MGS) umbilicals
- remove or install MGS umbilicals
- remove or install lockpins
- load or unload equipment on general purpose vehicles
- load or unload equipment for Missile Maintenance Team dispatches
- inspect general purpose equipment

These personnel have the least experience in the ladder, reporting an average of 3 years' time in the career field, and 88 percent indicate they are in their first enlistment. Six hold the 5-skill level, while two hold the 3-skill level.

VII. MECHANICAL SHOP JOB (ST0170, N=38). This job is characterized by the time spent maintaining and inspecting major equipment used in the missile maintenance field. This relatively broad job entails mostly technical tasks, ranging from inspecting hoists to troubleshooting elevator workcages. Members spend 56 percent of their time performing maintenance support functions and 20 percent performing general missile maintenance. Representative tasks of this job include:

- perform periodic inspections on elevator workcages
- remove or replace elevator workcage components
- perform proofload test on Transporter Erector hoists and sling rods
- service hoist systems
- troubleshoot elevator workcages
- perform operational checks on security pit vault door components
- remove, repair, or install security pit vault door components

Incumbents holding this job are somewhat more experienced, averaging just under 6 years in the field. The predominant paygrade is E-4, and 71 percent of the members hold the 5-skill level. Only 32 percent of incumbents said they are in their first enlistment.

VIII. PNEUDRAULICS JOB (ST0278, N=32). Pneudraulics, like support equipment maintenance, consists of technical tasks that support the missile maintenance teams' efforts. This job is distinct because of the time members spend (59 percent) performing missile pneudraulics functions. Typical job responsibilities include inspecting, servicing, and maintaining hydraulic and pneumatic components. Tasks that characterize this job include the following:

- perform periodic inspections on hydraulic pusher sets
- service hydraulic pusher sets
- repair hydraulic pusher set components
- perform periodic inspections on TE hydraulic systems
- repair TE hydraulic system components

These airmen also have a similar level of experience when compared to the previous job. They average nearly 6 years in the service, and 75 percent hold the 5-skill level.

IX. VEHICLE MAINTENANCE JOB (ST0137, N=34). The Vehicle Maintenance job is also a departure from the core missile maintenance work, as are the Pneudraulics and Mechanical Shop jobs. The job entails maintaining both vehicles and vehicle records, inspecting and checking heavy equipment such as forklifts and truck-tractors. Members are distinguished by the amount of time they spend performing vehicle and equipment control functions (18 percent of their relative job time). These incumbents still perform some of the same technical tasks as the missile maintenance jobs, yet their most characteristic tasks performed relate to vehicle maintenance. Typical tasks performed by vehicle maintainers include:

- maintain vehicle records or forms
- change tires or wheels on general purpose vehicles
- perform preoperational checks on forklifts

- perform special purpose vehicle pre- or postdispatch inspections
- develop vehicle utilization schedules
- direct vehicle and equipment control functions

Members perform an average of 32 tasks making this one of the more focused jobs in the ladder. Incumbents have 4 1/2 years in the field, making them less experienced than the other technical jobs in the ladder. The predominant paygrade is E-3.

X. SUPPLY CLUSTER (ST0063, N=44). The Supply jobs are some of the more narrowly focused jobs in the ladder, with only 28 tasks performed on average. Job responsibilities include such tasks as tracking forms and monitoring bench stock and loading and unloading equipment for maintenance team dispatches. Typical tasks performed by incumbents are as follows:

- inspect general purpose equipment
- load or unload equipment for MMT dispatches
- inventory equipment, tools, or supplies, other than bench stock
- issue bench stock items
- service general purpose equipment

There are two jobs in this cluster. The first is the Equipment Loaders job. Equipment Loaders support missile maintenance by loading and unloading trucks and missile trailers and by maintaining equipment as well. Members holding this job are distinguished by the time they spend performing vehicle and equipment control functions (63 percent). The predominant paygrade is E-2 (54 percent), and the average time in service is less than 3 years.

The second job in the cluster is the Supply job. This job has slightly more breadth than the Equipment Loaders job, with members performing an average of 26 tasks. Although they spend 32 percent of their time performing vehicle and equipment control functions, the majority of their time (39 percent) is spent performing administrative and supply functions. The predominant paygrade of incumbents is E-5, and 7 of the 10 members hold the 5-skill level. Members average more than 8 years' time in the field, making them above the 5-year average for the technical jobs in the career ladder.

XI. JOB CONTROL JOB (ST0164, N=15). This job, with only 2 percent of respondents, is focused on controlling and directing maintenance teams in the field. The job entails dispatching maintenance teams to jobs in the field. However, incumbents have the added responsibility of redirecting teams during their shift if and when maintenance jobs are completed. Typical tasks performed by members include:

- dispatch maintenance teams
- direct missile maintenance functions
- direct missile handling or transporting functions
- determine work priorities
- direct missile maintenance support functions

The experience level of these airmen is second only to the supervisors of this ladder; members average over 10 years in the field. The predominant paygrade is E-5, and 60 percent hold the 7-skill level.

XII. SUPERVISION AND TRAINING CLUSTER (ST0024, N=158). The 158 incumbents in the Supervision and Training cluster perform four distinct jobs. All four shared the common elements of personnel management and administrative support. Seventy-seven percent reported that their jobs involve supervising others. Representative tasks performed by members of this cluster include:

- conduct performance feedback worksheet sessions
- write EPRs
- perform self-inspections
- establish work schedules
- schedule temporary duty, leaves, or passes
- evaluate individuals for recognition
- write quality assurance inspection reports
- write recommendations for awards or decorations

The most senior personnel of the ladder perform these jobs. Personnel average 13 years TAFMS, and 75 percent hold the 7-skill level. Two of these jobs focus on personnel management, while the other two involve program support.

The first job, First-Line Supervisor, is almost strictly personnel management. Incumbents orient newly assigned personnel, conduct performance feedback sessions, and assign personnel to duty positions. Members reported supervising between 8 and 12 subordinates. The predominant paygrade is E-6, and the average time in the field is 15 years.

The Second-Line Manager job is distinguished from the previous job by the amount of time spent managing programs rather than personnel. This job is also much broader than the previous job; members perform an average of 64 tasks. The predominant paygrade is E-7, and all hold the 7-skill level.

The next job is the Trainer job. Members spend 42 percent of their time performing training functions. The job entails developing tests, counselling trainees, and developing training aids. Members also instruct some formal classes and manage OJT courses. The predominant paygrade is E-5, and most members have at least 11 years in the career field.

The final job of the cluster is Quality Assurance. Primary responsibilities include managing quality assurance programs through inspections and evaluations of all phases of maintenance. Members perform an average of 47 tasks and spend 50 percent of their time inspecting and evaluating. E-6 is the predominant paygrade, and most members have more than 10 years' time in the career field.

XIII. EXPANDED MISSILE DATA ANALYSIS SYSTEM (EMDAS) OPERATOR JOB (ST0192, N=11). Performance of only 16 tasks on average makes this the most limited job in the career ladder. The job entails managing the Expanded Missile Data Analysis program and includes updating and maintaining the system. Incumbents spend 78 percent of their time performing administrative and supply functions. Typical tasks performed by members holding this job include:

- perform EMDAS startup or shutdown procedures
- troubleshoot EMDAS components
- perform EMDAS user training
- perform minor repairs on EMDAS components
- perform EMDAS degraded mode operations

The predominant paygrades are E-4 and E-5, and members have an average time in the field of 12 years. Half hold the 5-skill level, and half hold the 7-skill level.

Comparison of Current Job Descriptions to Previous Survey Findings

The results of the specialty job analysis were compared to those of the OSR for AFPT 90-443-548, Missile Maintenance career ladder, dated July 1986. After reviewing the tasks comprising the jobs identified in 1986, most of the jobs could be matched to similar jobs in the previous study, as shown in Table 5. The major difference between the two studies is the lack of Minuteman II tasks in the current inventory due to the weapons system retirement and the addition of the Peacekeeper maintenance tasks in the study.

TABLE 5

SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 1986 SURVEYS

<u>CURRENT SURVEY (N=855)</u>	<u>PERCENT OF SAMPLE</u>	<u>1986 (411X1A) SURVEY (N=943)</u>	<u>PERCENT OF SAMPLE</u>
MISSILE MAINTENANCE CLUSTER	23	MISSILE MAINTENANCE TEAM PERSONNEL CLUSTER MISSILE MAINTENANCE TEAM FIRST-JOB ASSIGNEES	30 *
PEACEKEEPER GUIDANCE AND CONTROL	2	-	
PEACEKEEPER MISSILE HANDLING	3	-	
MINUTEMAN MISSILE HANDLING	13	MISSILE HANDLING TEAM PERSONNEL CLUSTER	11
LAUNCH SITE REFURBISH	2	LAUNCH FACILITY REFURBISHMENT TEAM MEMBERS CLUSTER	2
ELLSWORTH DEACTIVATION	1		
MECHANICAL SHOP	4	MISSILE MECHANICAL MAIN- TENANCE TECHNICIANS	4
PNEUDRAULICS	3	MISSILE PNEUDRAULICS TECHNICIANS CLUSTER	4
VEHICLE MAINTENANCE	4	VEHICLE CONTROL PERSON- NEL CLUSTER	5
SUPPLY CLUSTER	5	EQUIPMENT CONTROL PER- SONNEL CLUSTER	4
JOB CONTROL	2	MAINTENANCE CONTROL PERSONNEL CLUSTER	2

* Denotes less than 1 percent

- Indicates no match in report

TABLE 5 (CONTINUED)

SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 1986 SURVEYS

<u>CURRENT SURVEY (N=855)</u>	<u>PERCENT OF SAMPLE</u>	<u>1986 (411X1A) SURVEY (N=943)</u>	<u>PERCENT OF SAMPLE</u>
SUPERVISION AND TRAINING CLUSTER	18	SUPERVISORY AND MANAGERIAL PERSONNEL CLUSTER	13
		QUALITY ASSURANCE PROGRAM MONITORS	*
		MISSILE MAINTENANCE INSTRUCTORS	1
EMDAS OPERATOR	1	-	

* Denotes less than 1 percent

- Indicates no match in report

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as AFR 39-1 Specialty Descriptions and the STS, reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs is displayed in Table 6, while Table 7 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups. A typical pattern of progression is present, with personnel spending more of their relative time on duties involving supervisory, managerial, and training tasks as they move upward toward the 7-skill level. It is also obvious, though, that 7-skill level personnel are still involved with technical task performance, as will be pointed out in the specific skill-level group discussions below.

Skill-Level Descriptions

DAFSC 2M032A. The 147 airmen report holding the 3-skill level (representing 17 percent of the survey sample) and perform an average of only 40 tasks. This is fewer tasks than many of the technical jobs in the career ladder. Performing a technical job, 64 percent of their relative duty time is devoted to tasks covering general and missile specific maintenance. Tasks involving general administrative functions accounted for an additional 9 percent of their duty time. As shown in Table 6, personnel in this group are represented in all of the technically oriented jobs, with the majority in the Missile Maintenance cluster. Table 8 displays representative tasks performed by the highest percentages of these airmen. The bulk of these tasks deal with inspecting and loading equipment, as well as other general missile maintenance activities. They also spend time performing some nontechnical tasks, such as maintaining bench stock inventory. Members perform the basic maintenance jobs at this skill level. However, as members reach the 5-skill level, more incumbents specialize in maintenance areas such as the Mechanical Shop job, Pneudraulics Shop job, and the Missile Handling job.

DAFSC 2M052A. Five-skill level personnel (51 percent of the survey sample) perform many tasks in common with the 3-skill level personnel. The scope of the job performed by these airmen is somewhat greater than that of the 3-skill level group (66 tasks versus an average of only 40 tasks, respectively), and 5-skill level members are represented in all of the specialty jobs (see Table 6). Members spend a balanced amount of time on the technical duties. However, the managerial and supervisory duties are also a part of the job for 5-skill levels. As shown in Table 9, the majority of the tasks performed by 5-skill levels deal with maintaining missile systems or their support shops such as Pneudraulics or Mechanical Shops. Table 10 displays those tasks which reflect differences between the 3-skill level and 5-skill level groups. The 5-skill levels perform all the tasks performed by the 3-skill levels, plus some supervisory tasks.

TABLE 6
DISTRIBUTION OF SKILL-LEVEL MEMBERS
ACROSS CAREER LADDER JOBS

<u>JOB</u>	<u>2M032A</u> <u>(N=147)</u>	<u>2M052A</u> <u>(N=436)</u>	<u>2M072A</u> <u>(N=272)</u>
MISSILE MAINTENANCE CLUSTER	35	122	37
PEACEKEEPER GUIDANCE AND CONTROL	2	13	3
PEACEKEEPER MISSILE HANDLERS	3	14	7
MINUTEMAN MISSILE HANDLERS	18	66	22
LAUNCH SITE REFURBISH	2	9	2
ELLSWORTH DEACTIVATION	2	6	0
MECHANICAL SHOP	6	27	5
PNEUDRAULICS	2	24	6
VEHICLE MAINTENANCE	12	17	6
SUPPLY CLUSTER	17	21	6
JOB CONTROL	0	6	9
SUPERVISION AND TRAINING CLUSTER	0	39	119
EMDAS OPERATOR	0	6	5
NOT GROUPED	48	77	45

TABLE 7

TIME SPENT ON DUTIES BY MEMBERS OF SKILL-LEVEL GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	2M032A (N=147)	2M052A (N=436)	2M072A (N=272)
A ORGANIZING AND PLANNING	4	4	14
B DIRECTING AND IMPLEMENTING	3	5	21
C INSPECTING AND EVALUATING	2	5	14
D TRAINING	2	6	8
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	9	10	12
F PERFORMING GENERAL MISSILE MAINTENANCE FUNCTIONS	22	18	8
G PERFORMING MISSILE PNEUDRAULICS FUNCTIONS	7	5	2
H PERFORMING MISSILE MAINTENANCE SUPPORT FUNCTIONS	8	6	2
I PERFORMING MISSILE HANDLING AND TRANSPORTING FUNCTIONS	10	11	5
J PERFORMING MISSILE MAINTENANCE FUNCTIONS	18	19	8
K PERFORMING VEHICLE AND EQUIPMENT CONTROL FUNCTIONS	14	7	3
L PERFORMING POSTLAUNCH REFURBISHMENT OF LAUNCH FACILITIES	2	2	*
M PERFORMING DESTRUCT ORDNANCE INSTALLATION	*	1	1

* Denotes less than 1 percent

NOTE: Columns may not add up to 100 percent due to rounding

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY 2M032A PERSONNEL

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING (N=147)</u>
K696 INSPECT GENERAL PURPOSE EQUIPMENT	48
E176 LOCATE INFORMATION IN TOs	44
F235 PERFORM PREOPERATIONAL CHECKS ON MECHANICAL MAINTENANCE SUPPORT TRUCKS	42
E174 INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES, OTHER THAN BENCH STOCK	38
K697 INSPECT SPECIAL PURPOSE EQUIPMENT	38
F212 LOWER OR RAISE EQUIPMENT INTO OR OUT OF LAUNCH FACILITIES	37
F231 PERFORM PREOPERATIONAL CHECKS ON ENVIRONMENTAL CONTROL SYSTEM (ECS) OR AUXILIARY POWER UNITS	37
K700 LOAD OR UNLOAD EQUIPMENT FOR MMT DISPATCHES	34
F232 PERFORM PREOPERATIONAL CHECKS ON FORKLIFTS	33
F233 PERFORM PREOPERATIONAL CHECKS ON GROUND HEATERS	33
F207 CHANGE TIRES OR WHEELS ON GENERAL PURPOSE VEHICLES	32
F208 CHANGE TIRES OR WHEELS ON SPECIAL PURPOSE VEHICLES	31
F221 PERFORM ONSITE HOUSEKEEPING	30
K701 LOAD OR UNLOAD EQUIPMENT ON GENERAL PURPOSE VEHICLES	30
F221 PERFORM ONSITE HOUSEKEEPING	30
F238 PERFORM PREOPERATIONAL CHECKS ON PT TRUCK- TRACTORS	26
F227 PERFORM PREOPERATIONAL CHECKS ON PAYLOAD TRANSPORTER (PT) SEMITRAILERS	26
F216 PENETRATE AND EXIT UPGRADE LFs	26
F245 PERFORM SELF-TEST ON COLORIMETRIC GAS DETECTORS	24

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY 2M052A PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=436)
E176 LOCATE INFORMATION IN TOs	59
F207 CHANGE TIRES OR WHEELS ON GENERAL PURPOSE VEHICLES	51
E174 INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES, OTHER THAN BENCH STOCK	49
F212 LOWER OR RAISE EQUIPMENT INTO OR OUT OF LAUNCH FACILITIES (LFs)	46
K696 INSPECT GENERAL PURPOSE EQUIPMENT	45
F208 CHANGE TIRES OR WHEELS ON SPECIAL PURPOSE VEHICLES	45
F221 PERFORM ONSITE HOUSEKEEPING	45
F235 PERFORM PREOPERATIONAL CHECKS ON MECHANICAL MAINTENANCE SUPPORT TRUCKS	42
A14 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	41
F231 PERFORM PREOPERATIONAL CHECKS ON ENVIRONMENTAL CONTROL SYSTEM (ECS) OR AUXILIARY POWER UNITS	38
K697 INSPECT SPECIAL PURPOSE EQUIPMENT	38
F232 PERFORM PREOPERATIONAL CHECKS ON FORKLIFTS	38
E166 COMPLETE AF FORMS 2005 (ISSUE/TURN-IN REQUEST)	38
F220 PERFORM LAUNCH SUPPORT BUILDING (LSB) EMERGENCY ELECTRICAL ISOLATION PROCEDURES	37
F216 PENETRATE AND EXIT UPGRADE LFs	33
J604 OPEN OR CLOSE LAUNCHER CLOSURES	33
K709 PERFORM GENERAL PURPOSE VEHICLE PRE- OR POSTDISPATCH INSPECTIONS	32
J660 REMOVE OR INSTALL ELEVATOR WORKCAGES	30
F233 PERFORM PREOPERATIONAL CHECKS ON GROUND HEATERS	29
C121 PERFORM SELF-INSPECTIONS	29
F218 PERFORM EWO LAUNCH-LAUNCH FACILITY EVACUATION PROCEDURES ON UPGRADE SILOS	29
F245 PERFORM SELF-TEST ON COLORIMETRIC GAS DETECTORS	28
K710 PERFORM SPECIAL PURPOSE VEHICLE PRE- OR POSTDISPATCH INSPECTIONS	27
K701 LOAD OR UNLOAD EQUIPMENT ON GENERAL PURPOSE VEHICLES	26
F227 PERFORM PREOPERATIONAL CHECKS ON PAYLOAD TRANSPORTER (PT) SEMITRAILERS	25

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 2M032A AND DAFSC 2M052A PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	2M032A (N=147)	2M052A (N=436)	DIFFERENCE
K700 LOAD OR UNLOAD EQUIPMENT FOR MMT DISPATCHES	34	22	12
K699 LOAD OR UNLOAD EQUIPMENT FOR FACILITIES MAINTENANCE TEAM SYSTEMS (IMPSS)	14	3	10
E166 COMPLETE AF FORMS 2005 (ISSUE/TURN-IN REQUEST)	13	38	-25
F207 CHANGE TIRES OR WHEELS ON GENERAL PURPOSE VEHICLES	32	51	-19
E168 INITIATE AF FORMS 22 (TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORT AND REPLY)	5	24	-19
F220 PERFORM LAUNCH SUPPORT BUILDING (LSB) EMERGENCY ELECTRICAL ISOLATION PROCEDURES	19	37	-18
C125 WRITE EPRs	0	18	-18
B30 CONDUCT PERFORMANCE FEEDBACK WORKSHEET SESSIONS	1	18	-17
D133 CONDUCT OJT	6	23	-17
D139 COUNSEL TRAINEES ON TRAINING PROGRESS	1	17	-16
D158 PREPARE LESSON PLANS	1	17	-16
B65 SUPERVISE APPRENTICE MISSILE MAINTENANCE SPECIALISTS	1	16	-15

DAFSC 2M072A. Representing 32 percent of the survey sample, these 272 NCOs perform an average of 60 tasks. Table 11 displays representative tasks performed by these NCOs. Members report spending 58 percent of their time on the usual supervisory, managerial, and training duties (see Table 7, Duties A, B, C, and D). Although 44 percent of these NCOs perform the supervisory and training jobs (see Table 6), they are also represented in all the major technical jobs in the cluster. Due to year of training initiatives, this trend of 7-skill level super-technicians will become the norm rather than the exception. This point is also supported by the different tasks 5- and 7-skill level members perform (see Table 12).

Summary

Three-skill level and 5-skill level airmen perform many tasks in common, and both groups spend the vast majority of their relative job time performing technical maintenance tasks. While the 7-skill levels are still performing some technical tasks, they spend the majority of their relative job time in supervisory duties.

ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS

Survey data were compared to final draft of AFR 39-1 Specialty Descriptions for Missile and Space Systems Maintenance, dated 1 October 1993. Survey data were also compared to the previous edition of AFR 39-1, dated 30 April 1991.

This new edition of 39-1 accurately portrays the work that Missile Maintenance personnel perform. However, with the merger of AFSC 2M0X2A with former AFSC 411X1, the newly added Space Launch and Research and Development roles are not reflected in this report. Once the field adjusts following this and other recent changes, a new survey can be performed to assess these changes in the specialty.

TRAINING ANALYSIS

Occupational surveys provide sources of information which can be used to assist in the development of training programs relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the job being performed by first-enlistment personnel and their overall distribution across career ladder jobs,

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY AFSC 2M072A PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=272)
C125 WRITE EPRs	69
A14 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	67
B30 CONDUCT PERFORMANCE FEEDBACK WORKSHEET SESSIONS	64
E176 LOCATE INFORMATION IN TOs	57
B33 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	57
A3 DETERMINE WORK PRIORITIES	56
C121 PERFORM SELF INSPECTIONS	53
B29 CONDUCT BRIEFINGS	51
E166 COMPLETE AF FORMS 2005 (ISSUE/TURN-IN REQUEST)	47
B73 SUPERVISE MISSILE MAINTENANCE SPECIALISTS (AFSC 41151A)	47
C107 INSPECT PERSONNEL FOR COMPLIANCE WITH MILITARY STANDARDS	46
A13 ESTABLISH WORK SCHEDULES	46
C127 WRITE RECOMMENDATIONS FOR AWARDS OR DECORATIONS	45
E174 INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES, OTHER THAN BENCH STOCK	44
B60 ORIENT NEWLY ASSIGNED PERSONNEL	43
A2 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	37
C92 EVALUATE INDIVIDUALS FOR RECOGNITION	36
B59 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	36
A11 ESTABLISH PERFORMANCE STANDARDS	36
A27 SCHEDULE TEMPORARY DUTY, LEAVES, OR PASSES	39
B65 SUPERVISE APPRENTICE MISSILE MAINTENANCE SPECIALISTS (AFSC 41131A)	38
A9 DEVELOP WORK METHODS OR PROCEDURES	38
E168 INITIATE AFTO FORMS 22 (TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORT AND REPLY)	31
B28 ASSIGN PERSONNEL TO DUTY POSITIONS	31
B43 DIRECT MISSILE MAINTENANCE FUNCTIONS	30

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 2M052A AND DAFSC 2M072A PERSONNEL
(PERCENT MEMBERS PERFORMING)

<u>TASKS</u>	<u>2M052A (N=583)</u>	<u>2M072A (N=272)</u>	<u>DIFFERENCE</u>
F212 LOWER OR RAISE EQUIPMENT INTO OR OUT OF LAUNCH FACILITIES (LFs)	46	21	24
F231 PERFORM PREOPERATIONAL CHECKS ON ENVIRONMENTAL CONTROL SYSTEM (ECS) OR AUXILIARY POWER UNITS	37	17	20
K696 INSPECT GENERAL PURPOSE EQUIPMENT	45	25	20
C125 WRITE EPRs	18	69	-51
B30 CONDUCT PERFORMANCE FEEDBACK WORKSHEET SESSIONS	19	64	-46
B33 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	17	57	-41
C127 WRITE RECOMMENDATIONS FOR AWARDS OR DECORATIONS	9	45	-36
A3 DETERMINE WORK PRIORITIES	23	56	-33
C107 INSPECT PERSONNEL FOR COMPLIANCE WITH MILITARY STANDARDS	14	46	-33
B73 SUPERVISE MISSILE MAINTENANCE SPECIALISTS (AFSC 41151A)	14	47	-33
A27 SCHEDULE TEMPORARY DUTY, LEAVES, OR PASSES	6	39	-33
A13 ESTABLISH WORK SCHEDULES	15	46	-31
B29 CONDUCT BRIEFINGS	22	51	-29
C92 EVALUATE INDIVIDUALS FOR RECOGNITION	8	36	-28
B59 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	8	36	-28

percentages of first-job (1-24 months' TAFMS) or first-enlistment (1-48 months' TAFMS) members performing specific tasks or using certain equipment or tools, as well as TE and TD ratings (previously explained in the SURVEY METHODOLOGY section).

To assist specifically in evaluation of the STS, technical school personnel from 392d SMTS, Vandenberg AFB CA matched JI tasks to appropriate sections and subsections of the STS. This match between the STS and JI tasks provided the basis for a detailed analysis of the STS. A complete computer listing displaying the STS entries and the percent members performing matched tasks, and TE and TD ratings for each task, was delivered to the technical school for their use in a detailed review of appropriate training documents at the 1993 Utilization and Training Workshop (U&TW). A summary of this information is presented below.

First-Enlistment Personnel

In this study, there are 307 members in their first enlistment (1-48 months' TAFMS), representing 36 percent of the total survey sample. The job performed by these personnel is highly technical in nature, accounting for approximately 80 percent of their relative duty time. Table 13 shows first-enlistment airmen are mainly involved in missile maintenance activities rather than the supporting technical jobs. Distribution of these personnel across the career ladder jobs is displayed in Figure 2, which further illustrates the point that the majority of first-enlistment airmen are associated with Minuteman III maintenance and handling. Table 14 displays some of the representative tasks performed by the group. As shown in these tables and Figure 2, first-enlistment personnel perform a wide variety of jobs from the most technical missile maintenance to the limited supply job. Table 15 displays the most commonly used tools and equipment as reported by first-enlistment personnel.

Training Emphasis and Task Difficulty Data

Training emphasis (TE) and task difficulty (TD) data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel training (TE) (see Table 16 for the top-rated tasks), along with a measure of the difficulty of the JI tasks (TD) (see the highest rated tasks presented in Table 17). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

TABLE 13

**RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY
FIRST-ENLISTMENT AFSC 2M0X2A PERSONNEL**

<u>DUTIES</u>	<u>PERCENT TIME SPENT</u>
A ORGANIZING AND PLANNING	3
B DIRECTING AND IMPLEMENTING	2
C INSPECTING AND EVALUATING	2
D TRAINING	1
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	8
F PERFORMING GENERAL MISSILE MAINTENANCE FUNCTIONS	22
G PERFORMING MISSILE PNEUDRAULICS FUNCTIONS	8
H PERFORMING MISSILE MAINTENANCE SUPPORT FUNCTIONS	7
I PERFORMING MISSILE HANDLING AND TRANSPORTING FUNCTIONS	11
J PERFORMING MISSILE MAINTENANCE FUNCTIONS	20
K PERFORMING VEHICLE AND EQUIPMENT CONTROL FUNCTIONS	11
L PERFORMING POSTLAUNCH REFURBISHMENT OF LAUNCH FACILITIES	2
M PERFORMING DESTRUCT ORDNANCE INSTALLATION	*

* Denotes less than 1 percent

NOTE: Time Spent does not total 100 percent due to rounding

AFSC 2M0X2A FIRST-ENLISTMENT JOBS

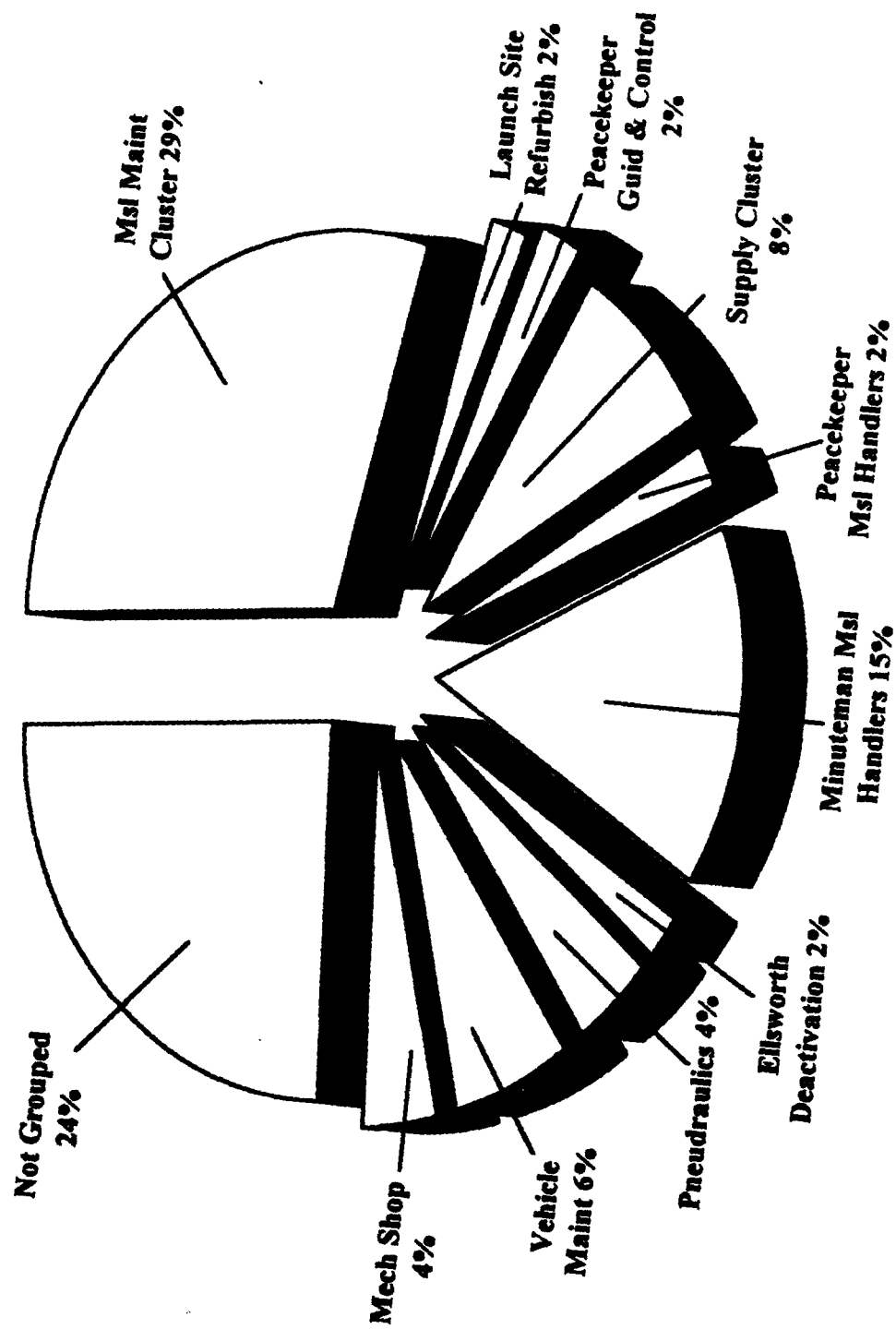


FIGURE 2

TABLE 14

**REPRESENTATIVE TASKS PERFORMED BY
FIRST-ENLISTMENT 2M0X2A PERSONNEL**

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING (N=307)</u>
E176 LOCATE INFORMATION IN TOs	53
K696 INSPECT GENERAL PURPOSE EQUIPMENT	51
F212 LOWER OR RAISE EQUIPMENT INTO OR OUT OF LAUNCH FACILITIES (LFs)	48
F235 PERFORM PREOPERATIONAL CHECKS ON MECHANICAL MAINTENANCE SUPPORT TRUCKS	45
E174 INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES, OTHER THAN BENCH STOCK	43
F207 CHANGE TIRES OR WHEELS ON GENERAL PURPOSE VEHICLES	43
F231 PERFORM PREOPERATIONAL CHECKS ON ENVIRONMENTAL CONTROL SYSTEM (ECS) OR AUXILIARY POWER UNITS	42
K697 INSPECT SPECIAL PURPOSE EQUIPMENT	40
F221 PERFORM ONSITE HOUSEKEEPING	39
F208 CHANGE TIRES OR WHEELS ON SPECIAL PURPOSE VEHICLES	38
K709 PERFORM GENERAL PURPOSE VEHICLE PRE- OR POST- DISPATCH INSPECTIONS	36
F232 PERFORM PREOPERATIONAL CHECKS ON FORKLIFTS	33
A14 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	33
K710 PERFORM SPECIAL PURPOSE VEHICLE PRE- OR POSTDISPATCH INSPECTIONS	32
K700 LOAD OR UNLOAD EQUIPMENT FOR MMT DISPATCHES	30
F216 PENETRATE AND EXIT UPGRADE LFs	30
K701 LOAD OR UNLOAD EQUIPMENT ON GENERAL PURPOSE VEHICLES	30
J604 OPEN OR CLOSE LAUNCHER CLOSURES	29
F233 PERFORM PREOPERATIONAL CHECKS ON GROUND HEATERS	29
F220 PERFORM LAUNCH SUPPORT BUILDING (LSB) EMERGENCY ELECTRICAL ISOLATION PROCEDURES	29

TABLE 15

**EQUIPMENT ITEMS USED BY MORE THAN 30 PERCENT OF FIRST-
ENLISTMENT AFSC 2M0X2A PERSONNEL**

<u>EQUIPMENT</u>	<u>1ST ENL (N=307)</u>
TORQUE WRENCHES	77
SAFETY HARNESS LANYARDS	68
HOISTS	61
GENERAL PURPOSE VEHICLES	60
SAFETY BARRIERS	60
MULTIMETERS	58
FORKLIFTS	57
FIRST-AID KITS	48
MECHANICAL MAINTENANCE TRUCKS	48
HOISTING UNITS, ADAPTERS, AND SLINGS	47
ELEVATOR WORKCAGES	44
ENVIRONMENTAL COVERS	43
HYDRAULIC PIPE PUSHERS	43
MECHANICAL MAINTENANCE SUPPORT TRUCKS	41
PORTABLE GROUND HEATERS	41
RADIOS, HANDHELD	36
LEAK TEST FIXTURES	36
COMPRESSED GAS CYLINDER VALVE ASSEMBLIES	35
SAFING PIN WRENCHES	34
GUIDANCE & CONTROL (G&C) PURGING MANIFOLDS	33
COLORIMETRIC GAS DETECTORS	33
PT TRUCK TRACTORS	32
CRANES	31
PT SEMITRAILER SYSTEMS	31
SELF-CONTAINED BREATHING APPARATUS	31
UMBILICAL GRIP SETS	31
FLATBED TRAILERS	30
RESETTING DEVICES	30

TABLE 16

TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

TASKS	TNG EMP	PERCENT MEMBERS PERFORMING		TSK DIFF
		1ST JOB	1ST ENL	
J669 REMOVE OR INSTALL MISSILE SAFING PINS	6.44	14	18	5.22
J585 CONNECT OR DISCONNECT MISSILE GUIDANCE SET (MGS) UMBILICALS	6.06	16	21	5.79
J660 REMOVE OR INSTALL ELEVATOR WORKCAGES	6.03	21	26	4.98
F216 PENETRATE AND EXIT UPGRADE LF _s	5.82	26	30	4.78
J658 REMOVE OR INSTALL MGS _s	5.76	14	20	5.97
J677 REMOVE OR INSTALL RS _s	5.74	14	19	5.89
J585 CONNECT OR DISCONNECT MISSILE SKIRT UMBILICALS	5.62	15	21	6.06
J601 LOAD OR UNLOAD RS _s FROM PT _s	5.56	12	18	5.35
J646 PERFORM UPPER UMBILICAL LEAK TESTS	5.56	9	11	5.33
J672 REMOVE OR INSTALL PBCS _s	5.56	15	20	6.23
J674 REMOVE OR INSTALL PSRES	5.50	16	21	6.03
J657 REMOVE OR INSTALL BALLISTIC GAS GENERATOR CARTRIDGES	5.44	21	26	5.36
J626 PERFORM MISSILE START UP AFTER RS OR RV MAINTENANCE	5.44	8	12	5.93
F218 PERFORM EWO LAUNCH-LAUNCH FACILITY EVACUATION PROCEDURES ON UPGRADE SILOS	5.41	22	27	4.58
J608 PERFORM EXPLOSIVE ORDNANCE HANDLING AND TRANSPORTING PROCEDURES	5.32	13	18	5.16
F219 PERFORM LAUNCH EQUIPMENT BUILDING (LEB) EMERGENCY ELECTRICAL ISOLATION PROCEDURES	5.24	18	20	4.13
J645 PERFORM UPPER UMBILICAL CHECKS	5.24	13	15	5.44
J599 LOAD OR UNLOAD POST BOOST CONTROL SECTIONS (PBCS _s) FROM PT _s	5.12	9	14	4.98
J597 LOAD OR UNLOAD MGS FROM PT _s	5.12	14	18	4.39
J604 OPEN OR CLOSE LAUNCHER CLOSURES	5.12	21	29	4.95
F220 PERFORM LAUNCH SUPPORT BUILDING (LSB) EMERGENCY ELECTRICAL ISOLATION PROCEDURES	5.12	22	29	3.69
J680 REMOVE OR INSTALL UMBILICAL PLUG JUMPER CABLE ASSEMBLIES	5.09	9	12	4.59
J644 PERFORM UPGRADE SUSPENSION SYSTEM EXPLOSIVE BOLT CHECKS	5.09	7	10	5.71

TE MEAN = 1.48; S.D. = 1.34 (HIGH = 3.18)

TD MEAN = 5.00; S.D. = 1.00

TABLE 17

TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

TASKS	TSK DIFF	1ST JOB	PERCENT MEMBERS PERFORMING				TNG EMP
			1ST ENL	2M052A	2M072A		
J650	8.18	2	2	4	3	1.41	
PEACEKEEPER (SELP)							
B47	7.99	2	1	2	3	.44	
D143	7.93	1	0	0	1	.26	
A17	7.87	1	1	2	11	.06	
D144	7.60	0	0	2	4	.09	
L756	7.47	6	7	7	4	1.44	
ARTICULATING ARM ASSEMBLIES							
J607	7.46	4	9	14	9	3.71	
PERFORM BREAK-IN FORCED ENTRY PROCEDURES FOR SECONDARY DOOR LOCKOUTS ON UPGRADE SILOS							
J649	7.46	1	7	11	8	2.88	
POSTURE OR DEPOSTURE FOR SIMULATED ELECTRONIC LAUNCH MINUTEMAN (SELM)							
C87	7.43	1	1	1	6	.26	
B68	7.42	1	0	2	3	.26	
J670	7.38	12	18	19	11	4.82	
I501	7.30	10	9	11	7	3.03	
PERFORM EMERGENCY MISSILE EMPLACEMENT OR REMOVAL OPERATIONS							
J606	7.26	2	2	4	1	2.26	
PERFORM BREAK-IN FORCED ENTRY PROCEDURES FOR SECONDARY DOOR LOCKOUTS ON MODIFIED SILOS							
D157	7.25	0	1	5	7	.24	
PLAN OR CONDUCT ADVANCED OR SPECIALIZED TRAINING, OTHER THAN OJT							

TD MEAN = 5.00; S.D. = 1.00

TE MEAN = 1.48; S.D. = 1.34 (HIGH = 3.18)

TABLE 17 (CONTINUED)

TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

TASKS	PERCENT MEMBERS PERFORMING					
	TSK	1ST	ENL	2M052A	2M072A	TNG
	DIFF	JOB				EMP
J685 REMOVE OR REPLACE LAUNCHER CLOSURE ACTUATING AND LOCKING MECHANISM COMPONENTS	7.24	7	8	13	12	4.21
H428 PERFORM OPERATIONAL CHECKS ON TE RIGGING	7.16	7	7	9	3	2.44
C127 WRITE RECOMMENDATIONS FOR AWARDS OR DECORATIONS	7.15	0	0	9	45	.50
C122 PREPARE CIVILIAN PERFORMANCE APPRAISALS	7.14	0	1	1	3	.26
B50 DRAFT LOCAL POLICY OR HIGHER HEADQUARTERS DIRECTIVES	7.12	1	1	1	10	.06
J654 RAISE OR LOWER LAUNCHER CLOSURES	7.12	2	4	7	5	2.50
B34 DIRECT DESTRUCT ORDNANCE INSTALLATIONS	7.08	1	1	2	6	.79
A10 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OIs), OR STANDING OPERATING PROCEDURES (SOPs)	7.03	1	1	5	20	.15
D158 PREPARE LESSON PLANS	7.02	0	3	17	18	1.18
B43 DIRECT MISSILE MAINTENANCE FUNCTIONS	7.00	3	3	9	30	.38

TD MEAN = 5.00; S.D. = 1.00

TE MEAN = 1.48; S.D. = 1.34 (HIGH = 3.18)

To assist technical school personnel, USAFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 1, ATRC 52-22, and allow course personnel to quickly focus their attention on those tasks which are most likely to qualify for ABR course consideration.

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI information, are contained in the Training Extract package and should be reviewed in detail by technical school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the SURVEY METHODOLOGY section of this report.)

Specialty Training Standard (STS)

A comprehensive review of STS 2M0X2A (411X1A), dated January 1993, compared STS items to survey data (based on the previously mentioned assistance from technical school personnel in matching JI tasks to STS elements). STS paragraphs containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AFR 8-13 (dated 1 August 1986) and AETCR 52-22, paragraph 3b (2) (i.e., STS entries matched to tasks performed by 20 percent first-job, first-enlistment, 5-skill level, or 7-skill level respondents should be retained). A second analysis of the STS was performed using job groups rather than the former criterion groups listed above. This was necessary because of the great diversity of the Missile Maintenance career ladder.

Overall, the STS provides comprehensive coverage of the work performed by personnel in this career ladder. Even though most elements did not have high percentages of year or skill-level groups performing matched tasks, the fact that the matched tasks were a part of an identifiable job being performed in the career ladder supports the retention of the STS element involving those tasks.

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. These were reviewed to determine if there were any tasks concentrated around any particular functions or jobs. No particular trends were noted. The majority of tasks in this category deal with vehicle inspections or seldom performed maintenance checkouts.

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Questions covering job interest, perceived utilization of talents and

training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction. Table 18 presents job satisfaction data for AFSC 2M0X2A TAFMS groups, together with data for a comparative sample of Mission Equipment Maintenance career ladders surveyed in 1992. These data can give a relative measure of how the job satisfaction of AFSC 2M0X2A personnel compares with other similar Air Force specialties. Review of Table 18 reflects that responses from AFSC 2M0X2A TAFMS groups regarding job interest, use of talents, use of training, and reenlistment intentions are all quite positive (65 percent or more) and are generally higher than most of the comparative groups. The first-enlistment personnel responded less positively than the comparative sample. However, second-enlistment and career year groups responded as much as 10 percent higher than the same comparative sample.

An indication of how job satisfaction perceptions have changed over time is provided in Table 19, where TAFMS group data for 1992 survey respondents are presented, along with data from respondents to the last occupational survey involving this career ladder, published in 1986. Comparison of job satisfaction indicator responses of current survey TAFMS groups to those in the 1986 survey (see Table 19) indicates that positive responses are almost all higher than those for 1986 corresponding groups.

Finally, Table 20 presents job satisfaction responses from personnel in the specialty jobs discussed in the SPECIALTY JOBS section of this report. An examination of these data can show how overall job satisfaction may be influenced by the type of job performed. Review of the job satisfaction data for personnel in the jobs identified in the SPECIALTY JOBS analysis (see Table 20) reveals that airmen involved in the technical aspects of the missile maintenance jobs (MMT, MHT, PKT, etc.) responded positively to all the indicators listed. On the other hand, the supporting jobs such as vehicle maintenance, supply, and EMDAS operators responded negatively compared to the high marks given by the rest of the ladder.

When there are serious problems in a career ladder, survey respondents are usually quite free with write-in comments to complain about perceived problems in the field. Twenty-nine percent of the survey sample used the write-in feature to convey some type of information, yet only 6 percent of the comments received (representing less than 2 percent of the total sample) could be characterized as complaints. No particular trends were noted among the few comments received. The high percentages of positive responses in these comparisons reflect a career ladder where personnel appear to be well satisfied with their jobs.

IMPLICATIONS

This survey was intended to review the structure of the career ladder to update career field training documents. In addition to this purpose, meetings with the Training Manager, AFMPC Functional Manager, and other command-level experts brought to light the need for detailed information to assist in building the Career Field Education and Training Plan for the newly

TABLE 18

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2M0X2A
TAFMS GROUPS IN CURRENT STUDY TO A COMPARATIVE SAMPLE
(PERCENT MEMBERS RESPONDING)**

	<u>1-48 MONTHS TAFMS</u>		<u>49-96 MONTHS TAFMS</u>		<u>97+ MONTHS TAFMS</u>	
	COMP		COMP		COMP	
	2M0X2A (N=307)	SAMPLE (N=3,272)	2M0X2A (N=223)	SAMPLE (N=2,917)	2M0X2A (N=325)	SAMPLE (N=6,421)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	64	74	74	72	78	75
SO-SO	19	16	17	17	17	16
DULL	18	10	9	11	5	9
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECT	67	75	83	71	88	76
NONE TO VERY LITTLE	33	20	17	20	12	18
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECT	84	85	88	81	79	78
NONE TO VERY LITTLE	16	14	12	19	21	21

* Denotes less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

Comparative data are from AFSCs 30XXX, 324X0, 34XXX, 36XXX, 40XXX, 41XXX, 45XXX, 46XXX surveyed in 1992

TABLE 18 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2M0X2A
TAFMS GROUPS IN CURRENT STUDY TO A COMPARATIVE SAMPLE
(PERCENT MEMBERS RESPONDING)**

	<u>1-48 MONTHS TAFMS</u>		<u>49-96 MONTHS TAFMS</u>		<u>97+ MONTHS TAFMS</u>	
	COMP		COMP		COMP	
	2M0X2A	SAMPLE	2M0X2A	SAMPLE	2M0X2A	SAMPLE
	(N=307)	(N=3,272)	(N=223)	(N=2,917)	(N=325)	(N=6,421)
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>						
SATISFIED	68	73	74	71	78	72
NEUTRAL	15	12	14	12	10	10
DISSATISFIED	17	14	12	17	11	17
<u>REENLISTMENT INTENTIONS:</u>						
YES OR PROBABLY YES	61	58	87	70	85	75
NO OR PROBABLY NO	38	41	13	30	2	7
WILL RETIRE	0	*	0	*	13	18

* Denotes less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

Comparative data are from AFSCs 30XXX, 324X0, 34XXX, 36XXX, 40XXX, 41XXX, 45XXX, 46XXX surveyed in 1992

TABLE 19

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2M0X2A
TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDY
(PERCENT MEMBERS RESPONDING)

	<u>1-48 MONTHS TAFMS</u> 1986		<u>49-96 MONTHS TAFMS</u> 1986		<u>97+ MONTHS TAFMS</u> 1986	
	2M0X2A (N=307)	411X1A (N=405)	2M0X2A (N=223)	411X1A (N=245)	2M0X2A (N=325)	411X1A (N=292)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	64	54	74	73	78	79
SO-SO	19	21	17	17	17	14
DULL	18	18	9	10	5	7
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECT	67	60	84	82	88	82
NONE TO VERY LITTLE	33	39	16	17	12	18
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECT	84	73	88	76	79	73
NONE TO VERY LITTLE	16	26	12	23	21	27

* Denotes less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

TABLE 19 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2M0X2A
TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDY
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TAFMS		49-96 MONTHS TAFMS		97+ MONTHS TAFMS	
	1986		1986		1986	
	2M0X2A (N=307)	411X1A (N=405)	2M0X2A (N=223)	411X1A (N=245)	2M0X2A (N=325)	411X1A (N=292)
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>						
SATISFIED	68	62	74	71	78	72
NEUTRAL	15	16	14	14	10	13
DISSATISFIED	17	22	12	15	11	14
<u>REENLISTMENT INTENTIONS:</u>						
YES OR PROBABLY YES	61	55	87	77	85	78
NO OR PROBABLY NO	38	43	13	21	2	9
WILL RETIRE	0	0	0	1	13	13

* Denotes less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

TABLE 20

**JOB SATISFACTION INDICATORS FOR AFSC 2MOX2A JOBS
(PERCENT MEMBERS RESPONDING)**

	MISSILE MAINT CLUSTER (N=197)	PEACEKEEPER GUIDANCE AND CONTROL (N=18)	PEACEKEEPER MISSILE HANDLING (N=24)	MINUTEMAN MISSILE HANDLING (N=107)	LAUNCH SITE REFURBISHMENT (N=13)	ELLSWORTH DEACTIVATION (N=8)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	76	72	92	71	69	38
SO-SO	16	22	8	15	23	25
DULL	9	6	0	14	8	38
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECT	85	73	91	81	77	38
NONE TO VERY LITTLE	16	28	8	19	23	62
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECT	96	100	96	94	85	87
NONE TO VERY LITTLE	4	0	4	6	15	13
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>						
SATISFIED	78	83	96	79	77	38
NEUTRAL	9	17	0	9	15	13
DISSATISFIED	13	0	4	11	8	50
<u>REENLISTMENT INTENTIONS:</u>						
YES OR PROBABLY YES	78	78	88	79	85	38
NO OR PROBABLY NO	22	22	8	21	15	63
WILL RETIRE	0	0	4	1	0	0

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

TABLE 20 (CONTINUED)

JOB SATISFACTION INDICATORS FOR AFSC 2M0X2A JOBS
(PERCENT MEMBERS RESPONDING)

	MECHANICAL SHOP (N=38)	PNEUDRAULICS (N=32)	VEHICLE MAINT (N=34)	SUPPLY CLUSTER (N=44)	JOB CONTROL (N=15)	SUPERVISION AND TRAINING CLUSTER (N=158)	EMDAS OPERATOR (N=11)
<u>EXPRESSED JOB INTEREST:</u>							
INTERESTING	89	75	41	61	93	83	82
SO-SO	5	16	41	20	7	12	18
DULL	5	9	18	19	0	5	0
<u>PERCEIVED USE OF TALENTS:</u>							
FAIRLY WELL TO PERFECT	95	97	47	66	87	89	100
NONE TO VERY LITTLE	5	3	53	34	13	11	0
<u>PERCEIVED USE OF TRAINING:</u>							
FAIRLY WELL TO PERFECT	95	81	50	71	73	79	45
NONE TO VERY LITTLE	5	19	50	29	27	21	55
<u>SENSE OF ACCOMPLISHMENT FROM JOB:</u>							
SATISFIED	89	84	53	68	67	77	82
NEUTRAL	0	16	24	14	13	15	18
DISSATISFIED	11	0	24	18	20	9	0
<u>REENLISTMENT INTENTIONS:</u>							
YES OR PROBABLY YES	76	75	53	61	100	82	64
NO OR PROBABLY NO	21	22	41	30	0	3	18
WILL RETIRE	3	3	6	9	0	15	18

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

created Missile and Space Systems Maintenance career ladder. Changes as a result of the U&TW include merging former AFSC 411X1 Missile Maintenance with former AFSC 411X1A Missile Maintenance. The A shred will be dropped after the 3-skill level, and members will then be eligible to move into both Space Launch and Research and Development areas of the newly merged career ladder.

All 3-skill level members are also going to be moved through missile maintenance team training before they are allowed to branch out into the various technical support jobs of the original ICBM maintenance ladder. This directs the 3-level basic course towards Maintenance Team Training and adds a broad based 5-level Career Development Course (CDC) requirement. These CDCs will need to be written to provide not only a depth of knowledge about missile maintenance theory, but will also need to expand on the various Space and Research and Development systems in use. One other notable change is that the Peacekeeper Missile System is being scheduled for deactivation. Thus, new airmen will not be exposed to the fundamentals of the system until they complete the 5-level CDC.

Just as the Ellsworth Deactivation is bringing to light airmen performing certain tasks associated with the silo deactivation, future wing deactivations and base closures will cause manpower fluctuations in the career ladder. It is imperative that another survey be performed in 3 years to assess the assimilation of former AFSC 411X1 and the ramifications of both the newly proposed training and future weapons systems retirement.

THIS PAGE INTENTIONALLY LEFT BLANK

APPENDIX A

**SELECTED REPRESENTATIVE TASKS PERFORMED BY
MEMBERS OF CAREER LADDER JOBS**

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE A1

**MISSILE MAINTENANCE CLUSTER
(ST0057)**

NUMBER OF PEOPLE IN GROUP 197

PERCENT OF TOTAL SAMPLE: 23%

TAFMS: 64 MONTHS

AVERAGE NUMBER OF TASKS PERFORMED: 86

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F212 Lower or raise equipment into or out of launch facilities (LFs)	89
J604 Open or close launcher closures	86
J657 Remove or install ballistic gas generator cartridges	83
F221 Perform onsite housekeeping	82
J660 Remove or install elevator workcages	80
J617 Perform inspections on insulation on RSs or RVs	80
F216 Penetrate and exit upgrade LFs	75
J585 Connect or disconnect missile guidance set (MGS) umbilicals	72
F235 Perform preoperational checks on mechanical maintenance support trucks	70
J586 Connect or disconnect missile skirt umbilicals	70
J618 Perform inspections on launcher closure components	69
J668 Remove or install MGSs	69
J614 Perform inspections on insulation on MGSs	68
J669 Remove or install missile safing pins	68
F218 Perform EWO launch-launch facility evacuation procedures on upgrade silos	68
J625 Perform missile skirt umbilical checks	66
F220 Perform launch support building (LSB) emergency electrical isolation procedures	66
J623 Perform MGS handling and transporting procedures	66
J674 Remove or install PSREs	66
J672 Remove or install PBCSs	65
J651 Prepare launchers for missile emplacements or removals	65
J645 Perform upper umbilical checks	65
J643 Perform sodium chromate leakage inspections	65
J628 Perform power fault-to-ground electrical checks	65
J608 Perform explosive ordnance handling and transporting procedures	63
J677 Remove or install RSs	63
F245 Perform self-test on colorimetric gas detectors	63
J647 Position, stabilize, or destabilize PTs	61
F231 Perform preoperational checks on environmental control system (ECS) or auxiliary power units	60
J597 Load or unload MGS from PTs	60
J601 Load or unload RSs from PTs	60

TABLE A2

**PEACEKEEPER GUIDANCE AND CONTROL JOB
(ST0185)**

NUMBER OF PEOPLE IN GROUP: 18
 PERCENT OF TOTAL SAMPLE: 2%
 TAFMS: 71 MONTHS
 AVERAGE NUMBER OF TASKS PERFORMED: 59

<u>TYPICAL TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
J596	Load or unload MGCSs from support trucks	100
J663	Remove or install MGCS emplacement sets	100
J662	Remove or install LER-2 work platforms	100
F247	Perform self-test on electronic freon leak detectors	100
F221	Perform onsite housekeeping	100
J603	Open or close canister or stage IV access doors	94
J657	Remove or install ballistic gas generator cartridges	94
J661	Remove or install launch bleed down initiators	94
E176	Locate information in TOs	89
J662	Perform MGCS handling and transporting procedures	89
J612	Perform inspections on G&C, MGS, MGCS, or PSRE shipping and storage containers	89
J592	Inspect MGCSs	89
K696	Inspect general purpose equipment	89
K697	Inspect special purpose equipment	89
J609	Perform freon leak checks	89
J653	Process MGCS for shipping or storage	89
F245	Perform self-test on colorimetric gas detectors	89
F212	Lower or raise equipment into or out of launch facilities (LFs)	89
J660	Remove or install elevator workcages	89
J679	Remove or install secure code devices (SCDs)	89
F220	Perform launch support building (LSB) emergency electrical isolation procedures	89
J621	Perform MGCS certification tests	83
F236	Perform preoperational checks on missile guidance and control set (MGCS) support trucks	83
K709	Perform general purpose vehicle pre- or postdispatch inspections	83
J664	Remove or install MGCSs	78
E174	Inventory equipment, tools, or supplies, other than bench stock	78
F216	Penetrate and exit upgrade LFs	72
I559	Remove or install MGCS access doors	67
K701	Load or unload equipment on general purpose vehicles	67
K710	Perform special purpose vehicle pre- or postdispatch inspections	61

TABLE A3

**PEACEKEEPER MISSILE HANDLING JOB
(ST0188)**

NUMBER OF PEOPLE IN GROUP: 24

PERCENT OF TOTAL SAMPLE: 3%

TAFMS: 91 MONTHS

AVERAGE NUMBER OF TASKS PERFORMED: 81

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
I542 Position, stabilize, or destabilize TYPE II transporters	100
I495 Load or unload stage shipping containers from TYPE II transporters	100
I547 Prepare TYPE II transporters for missile or stage removal or installation	96
I575 Roll transfer stage IV at storage facilities	96
I576 Roll transfer stages I, II, or III at emplacements	96
F245 Perform self-test on colorimetric gas detectors	96
I557 Remove or install LEGGs	96
F242 Perform preoperational checks on TYPE II transporters	92
F230 Perform preoperational checks on emplacement trailers	92
F228 Perform preoperational checks on air elevator support trailers (AESTs)	92
I559 Remove or install MGCS access doors	92
I499 Operate air elevator control modules	92
F212 Lower or raise equipment into or out of launch facilities (LFs)	88
I577 Roll transfer stages I, II, III at storage facilities	88
I574 Roll transfer stage IV at emplacements	88
I481 Connect or disconnect missile umbilical groups (MUGs)	88
I560 Remove or install stage IV	88
I561 Remove or install stage I, II, or III	88
I570 Roll transfer LEGGs at emplacements	88
I500 Operate rail transfer facilities	83
I564 Remove or replace MUGs	83
F208 Change tires or wheels on special purpose vehicles	83
I498 Mate or demate reentry systems (RSs)	79
F222 Perform periodic inspections on carriages or adapters	79
I573 Roll transfer RSs at emplacements	79
F286 Service TYPE II transporters	79
I571 Roll transfer LEGGs at storage facilities	79
F229 Perform preoperational checks on AM general trailers	75
I536 Position air elevator support trailers	75
I558 Remove or install longitudinal support assemblies (LSAs)	75
I540 Position, stabilize, or destabilize emplacements	71
F246 Perform self-test on electronic checkout test sets (ECTSs)	71

TABLE A4

**MINUTEMAN MISSILE HANDLING JOB
(ST0152)**

NUMBER OF PEOPLE IN GROUP: 107

PERCENT OF TOTAL SAMPLE: 13%

TAFMS: 65 MONTHS

AVERAGE NUMBER OF TASKS PERFORMED: 78

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
I546 Prepare TEs for removing missiles	98
I524 Perform preoperational checks on TE support trucks	97
I508 Perform operational checks on TE ECSs	93
I537 Position and secure TEs at PLTFs	93
I489 Load or unload equipment for missile handling team dispatches	93
I538 Position and secure TEs to LF pylons	91
I510 Perform postremoval or emplacement operations	90
I506 Perform loaded TE transit storage and handling operations	89
I509 Perform operational checks on TE emplacement systems	89
F208 Change tires or wheels on special purpose vehicles	87
I507 Perform missile transport procedures	86
I491 Load or unload portable air-conditioners from BMTs, flatbed trailers, or railcars	86
I525 Perform preoperational checks on TEs	84
F237 Perform preoperational checks on portable air-conditioner units	82
I545 Prepare TEs for emplacing missiles	80
F207 Change tires or wheels on general purpose vehicles	80
I539 Position missiles to emplacement or travel modes	79
I567 Remove TEs from PLTFs	79
F283 Service TE support trucks	79
I522 Perform preoperational checks on BMTs	77
I505 Perform loaded SSCBM transit storage and handling operations	76
I519 Perform pre- or postroll transfer operations between TEs and SSCBMs	75
F284 Service TE truck-tractors	75
F232 Perform preoperational checks on forklifts	75
F231 Perform preoperational checks on environmental control system (ECS) or auxiliary power units	74
E176 Locate information in TOs	73
I533 Perform roll transfers of missiles between TEs and SSCBMs	73
I487 Inspect missiles prepared for shipping	73
I581 Transfer and handle empty rocket motor carriages	73
I492 Load or unload shipping and storage container ballistic missile (SSCBM) from aircraft	72

TABLE A5

**LAUNCH SITE REFURBISHMENT JOB
(ST0171)**

NUMBER OF PEOPLE IN GROUP: 13

PERCENT OF TOTAL SAMPLE: 2%

TAFMS: 72 MONTHS

AVERAGE NUMBER OF TASKS PERFORMED: 77

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
L716 Adjust missile suspension system (MSS) LEPS switches	100
L732 Remove or install ballistic actuators	100
L747 Remove or install multiplying linkages	100
L733 Remove or install closure actuator vent valves	100
L751 Remove or replace elastomeric springs	100
L717 Apply or remove insulative material to or from LFs	100
L720 Perform collimator slot restorations	100
L749 Remove or install tether cans or cables	92
L731 Perform workage mounting rail restorations	92
L756 Reset, restore, or perform functional checkouts of articulating arm assemblies	92
L726 Perform launcher closure system leak checks during refurbishment	92
L750 Remove or replace arresting lugs	92
L737 Remove or install first motions switches	92
L730 Perform operational checks on launcher closures or LEPSs	92
L753 Remove or replace MOD VII umbilical cables	92
L743 Remove or install moving sheaves	92
L719 Perform collimator cover closure resets	92
L741 Remove or install lockpins	92
L727 Perform LF damage inspections	92
L744 Remove or install MSS cables, other than pressure monitor cables	85
L748 Remove or install NCU cable retractors	85
L724 Perform damage inspections on launch tube access doors	85
L754 Remove or replace MSS steel blocks	85
L734 Remove or install closure cables	85
L739 Remove or install launch tube access door seals	85
L722 Perform damage inspections on collimator slot cover mechanism components	85
L742 Remove or install missile support adapter rings	85
L735 Remove or install closure positioning switches	85
L746 Remove or install MSS switches	77
L745 Remove or install MSS pressure monitor cables	77
F221 Perform onsite housekeeping	77

TABLE A6

**ELLSWORTH DEACTIVATION JOB
(ST0159)**

NUMBER OF PEOPLE IN GROUP: 8

PERCENT OF TOTAL SAMPLE: 1%

TAFMS: 37 MONTHS

AVERAGE NUMBER OF TASKS PERFORMED: 18

<u>TYPICAL TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
F212	Lower or raise equipment into or out of launch facilities (LFs)	100
K700	Load or unload equipment for MMT dispatches	100
J586	Connect or disconnect missile skirt umbilicals	75
K701	Load or unload equipment on general purpose vehicles	75
L741	Remove or install lockpins	75
K696	Inspect general purpose equipment	75
J585	Connect or disconnect missile guidance set (MGS) umbilicals	75
F239	Perform preoperational checks on reentry vehicle guidance and control (RVG&C) truck-tractors	63
F220	Perform launch support building (LSB) emergency electrical isolation procedures	63
F215	Penetrate and exit modified LFs	63
D131	Attend supplemental training	50
J667	Remove or install MGS umbilicals	50
J670	Remove or install missile skirt umbilicals	50
J604	Open or close launcher closures	50
F241	Perform preoperational checks on truck cranes	50
E176	Locate information in TOs	50
I485	Emplace or remove missiles from upgrade silos	50
F235	Perform preoperational checks on mechanical maintenance support trucks	50
J593	Level and rotate missiles in modified silos	38
F240	Perform preoperational checks on RVG&C vans	38
K709	Perform general purpose vehicle pre- or postdispatch inspections	38

TABLE A7

**MECHANICAL SHOP JOB
(ST0170)**

NUMBER OF PEOPLE IN GROUP: 38
 PERCENT OF TOTAL SAMPLE: 4%
 TAFMS: 73 MONTHS
 AVERAGE NUMBER OF TASKS PERFORMED: 85

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H441 Perform proofload test on elevator workcage assemblies	100
H446 Perform proofload test on TE hoists and sling rods	100
H442 Perform proofload test on hoisting units, adapters, or slings	100
H447 Perform TE cable tensionings	100
H431 Perform periodic inspections on elevator workcages	97
H452 Remove or replace elevator workcage components	97
H427 Perform operational checks on security pit vault door components	95
H432 Perform periodic inspections on hoisting units, adapters, or slings	95
H469 Service elevator workcages	95
H450 Remove or replace components of hoisting units, adapters, or slings	95
H443 Perform proofload test on mechanical maintenance support truck cranes or hoists	95
H464 Remove, repair, or install security pit vault door components	92
H478 Troubleshoot elevator workcages	92
H471 Service hoist systems	92
H460 Remove or replace PLTF safety barriers	89
H440 Perform periodic inspections on TE semitrailer mechanical components	84
H435 Perform periodic inspections on PLTF mechanical components	84
H428 Perform operational checks on TE rigging	84
H455 Remove or replace LCC operator seat components	84
F266 Remove, repair, or replace TE semitrailer components	82
H472 Service PLTF mechanical components	82
H414 Adjust PLTF mechanical components	82
H477 Service TE semitrailer mechanical components	79
H480 Troubleshoot PLTF mechanical components	79
H459 Remove or replace PLTF mechanical components	79
F244 Perform operational checks on proofload test facilities (PLTFs)	76
E176 Locate information in TOs	76
F214 Lubricate security pit vault door components	76
E174 Inventory equipment, tools, or supplies, other than bench stock	76
F263 Remove, repair, or replace mechanical maintenance support truck components	76
H434 Perform periodic inspections on periodic maintenance trailers (PMTs)	76

TABLE A8

PNEUDRAULICS JOB
(ST0278)

NUMBER OF PEOPLE IN GROUP: 32

PERCENT OF TOTAL SAMPLE: 3%

TAFMS: 72 MONTHS

AVERAGE NUMBER OF TASKS PERFORMED: 79

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G338 Perform periodic inspections on hydraulic pusher sets	100
G377 Service hydraulic pusher sets	100
G347 Perform periodic inspections on TE hydraulic systems	100
G334 Perform operational checks on TE hydraulic systems	100
G320 Adjust TE hydraulic system components	100
G375 Repair TE hydraulic system components	100
G364 Repair LCF hydraulic blast door components	100
G372 Repair PLTF hydraulic components	100
G396 Troubleshoot hydraulic pusher set components	97
G325 Load or unload equipment for pneudraulic team dispatches	97
G301 Adjust hydraulic pusher set components	97
G360 Repair hydraulic pusher set components	97
G329 Perform operational checks on hydraulic LCF blast door components	97
F211 Interpret hydraulic or pneumatic flow diagrams	97
G410 Troubleshoot TE hydraulic systems	97
G348 Perform periodic inspections on translating or leveling jack sets	97
G411 Troubleshoot translating or leveling jack components	97
G316 Adjust PLTF hydraulic components	97
G380 Service LCF blast doors	94
G394 Troubleshoot G&C purging manifold components	94
F223 Perform periodic inspections on handlift trucks	94
G406 Troubleshoot PLTF hydraulic components	94
G387 Service PLTF hydraulic components	94
F282 Service TE hydraulic systems	91
G340 Perform periodic inspections on LCF blast door components	91
G336 Perform periodic inspections on BMT hydraulic systems	91
G328 Perform operational checks on G&C purging manifolds	91
G359 Repair G&C purging manifold components	91
G337 Perform periodic inspections on G&C purging manifolds	91
G402 Troubleshoot leak test fixtures	91
G344 Perform periodic inspections on PLTF hydraulic components	91
G366 Repair leak test fixture components	91

TABLE A9

**VEHICLE MAINTENANCE JOB
(ST0137)**

NUMBER OF PEOPLE IN GROUP: 34

PERCENT OF TOTAL SAMPLE: 4%

TAFMS: 61 MONTHS

AVERAGE NUMBER OF TASKS PERFORMED: 32

<u>TYPICAL TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
F207	Change tires or wheels on general purpose vehicles	97
F208	Change tires or wheels on special purpose vehicles	97
E187	Maintain vehicle records or forms	94
K709	Perform general purpose vehicle pre- or postdispatch inspections	91
K708	Maintain vehicle status and location boards or EMDAS reports	88
K710	Perform special purpose vehicle pre- or postdispatch inspections	85
F235	Perform preoperational checks on mechanical maintenance support trucks	82
F241	Perform preoperational checks on truck cranes	76
F232	Perform preoperational checks on forklifts	76
B41	Direct maintenance or utilization of equipment or vehicles	71
F238	Perform preoperational checks on PT truck-tractors	68
E174	Inventory equipment, tools, or supplies, other than bench stock	65
E176	Locate information in TOs	59
F280	Service PT truck-tractors	56
A14	Participate in meetings, such as staff meetings, briefings, conferences, or workshops	56
A8	Develop vehicle utilization schedules	53
B48	Direct vehicle and equipment control functions	50
F239	Perform preoperational checks on reentry vehicle guidance and control (RVG&C) truck tractors	47
F240	Perform preoperational checks on RVG&C vans	47
F227	Perform preoperational checks on payload transporter (PT) semitrailers	47
C121	Perform self-inspections	44
A3	Determine work priorities	44
F236	Perform preoperational checks on missile guidance and control set (MGCS) support trucks	38
K696	Inspect general purpose equipment	38
B30	Conduct performance feedback worksheet sessions	38
K697	Inspect special purpose equipment	35
F276	Service mechanical maintenance support trucks	35

TABLE A10

SUPPLY CLUSTER
(ST0063)

NUMBER OF PEOPLE IN GROUP: 44

PERCENT OF TOTAL SAMPLE: 5%

TAFMS: 63 MONTHS

AVERAGE NUMBER OF TASKS PERFORMED: 28

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
K696 Inspect general purpose equipment	95
K697 Inspect special purpose equipment	84
E174 Inventory equipment, tools, or supplies, other than bench stock	80
K700 Load or unload equipment for MMT dispatches	73
K701 Load or unload equipment on general purpose vehicles	66
K699 Load or unload equipment for facilities maintenance team dispatches	50
K698 Load or unload equipment for electromechanical team (EMT) dispatches	50
K705 Load or unload PT semitrailer equipment	48
K707 Maintain equipment control status boards or EMDAS reports	48
K712 Remove, repair, or replace special purpose equipment components	48
E176 Locate information in TOs	45
A14 Participate in meetings, such as staff meetings, briefings, conferences, or workshops	45
C121 Perform self-inspections	43
K714 Service general purpose equipment	41
K713 Route equipment to maintenance processing section (MPS) for repairs or inspections	39
E165 Attach or annotate equipment status labels or tags, such as DD Forms 1574 (Serviceable Tag-Materiel)	39
E166 Complete AF Forms 2005 (Issue/Turn-in Request)	36
E175 Issue bench stock items	34
K706 Load or unload RVG&C semitrailer equipment	32

TABLE A11

EQUIPMENT LOADERS (ST0225)

NUMBER OF PEOPLE IN GROUP: 13

PERCENT OF TOTAL SAMPLE: 1%

TAFMS: 36 MONTHS

AVERAGE NUMBER OF TASKS PERFORMED: 19

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
K699 Load or unload equipment for facilities maintenance team dispatches	100
K698 Load or unload equipment for electromechanical team (EMT) dispatches	100
K700 Load or unload equipment for MMT dispatches	100
K696 Inspect general purpose equipment	92
K705 Load or unload PT semitrailer equipment	77
K697 Inspect special purpose equipment	69
K701 Load or unload equipment on general purpose vehicles	69
K711 Remove, repair, or replace general purpose equipment	62
K707 Maintain equipment control status boards or EMDAS reports	54
E174 Inventory equipment, tools, or supplies, other than bench stock	54
K712 Remove, repair, or replace special purpose equipment components	54
H424 Perform operational checks on Pt hoists	46
F245 Perform self-test on colorimetric gas detectors	46
K704 Load or unload equipment required for launcher closure wheel changes	38
F231 Perform preoperational checks on environmental control system (ECS) or auxiliary power units	38
K713 Route equipment to maintenance processing section (MPS) for repairs or inspections	31
K702 Load or unload equipment required for ballistic actuator changes	31

TABLE A12

SUPPLY
(ST0160)

NUMBER OF PEOPLE IN GROUP: 10
PERCENT OF TOTAL SAMPLE: 1%
TAFMS: 100 MONTHS
AVERAGE NUMBER OF TASKS PERFORMED: 26

<u>TYPICAL TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
E174	Inventory equipment, tools, or supplies, other than bench stock	100
K696	Inspect general purpose equipment	90
K711	Remove, repair, or replace general purpose equipment components	80
E165	Attach or annotate equipment status labels or tags, such as DD Forms 1574 (Serviceable Tag-Materiel)	80
K697	Inspect special purpose equipment	80
E175	Issue bench stock items	70
K713	Route equipment to maintenance processing section (MPS) for repairs or inspections	70
E173	Inventory bench stock items	70
K701	Load or unload equipment on general purpose vehicles	70
E166	Complete AF Forms 2005 (Issue/Turn-in Request)	70
C121	Perform self-inspections	70
K707	Maintain equipment control status boards or EMDAS reports	60
K712	Remove, repair, or replace special purpose equipment components	60
A2	Determine requirements for space, personnel, equipment, or supplies	60
A14	Participate in meetings, such as staff meetings, briefings, conferences, or workshops	60
E179	Maintain composite tool kits	50
K714	Service general purpose equipment	50
E177	Maintain bench stock records	50
E176	Locate information in TOs	50

TABLE A13

JOB CONTROL JOB
(ST0164)

NUMBER OF PEOPLE IN GROUP: 15

PERCENT OF TOTAL SAMPLE: 2%

TAFMS: 127 MONTHS

AVERAGE NUMBER OF TASKS PERFORMED: 20

<u>TYPICAL TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
A3	Determine work priorities	100
B49	Dispatch maintenance teams	93
B43	Direct missile maintenance functions	93
B45	Direct missile maintenance support functions	93
B42	Direct missile handling and transporting functions	80
B46	Direct missile pneudraulics functions	73
B41	Direct maintenance or utilization of equipment or vehicles	60
B38	Direct maintenance of facilities or work areas	53
A14	Participate in meetings, such as staff meetings, briefings, conferences, or workshops	53
B29	Conduct briefings	53
E176	Locate information in TOs	47
B48	Direct vehicle and equipment control functions	40
B44	Direct missile maintenance inspections	40
A23	Prepare briefings	40
C83	Analyze workload requirements	40
C125	Write EPRs	40
D133	Conduct OJT	33
B30	Conduct performance feedback worksheet sessions	33
C107	Inspect personnel for compliance with military standards	33

TABLE A14
SUPERVISION AND TRAINING CLUSTER
(ST0024)

NUMBER OF PEOPLE IN GROUP: 158
PERCENT OF TOTAL SAMPLE: 18%
TAFMS: 158 MONTHS
AVERAGE NUMBER OF TASKS PERFORMED: 47

<u>TYPICAL TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
A14	Participate in meetings, such as staff meetings, briefings, conferences, or workshops	75
A3	Determine work priorities	69
B30	Conduct performance feedback worksheet sessions	67
C125	Write EPRs	66
C121	Perform self-inspections	64
B33	Counsel personnel on personal or military-related matters	64
A13	Establish work schedules	61
B29	Conduct briefings	58
B60	Orient newly assigned personnel	58
A2	Determine requirements for space, personnel, equipment, or supplies	57
C107	Inspect personnel for compliance with military standards	55
A11	Establish performance standards	55
E136	Locate information in TOs	54
A9	Develop work methods or procedures	53
A27	Schedule temporary duty, leaves, or passes	51
C127	Write recommendations for awards or decorations	51
A5	Develop inspection programs	46
C92	Evaluate individuals for recognition	46
B28	Assign personnel to duty positions	46
B59	Interpret policies, directives, or procedures for subordinates	45
C88	Evaluate compliance with performance standards	44
B61	Review local policy or higher headquarters directives	42
B73	Supervise Missile Maintenance Specialists (AFSC 41151A)	42
E166	Complete AF Forms 2005 (Issue/Turn-in Request)	41
E174	Inventory equipment, tools, or supplies, other than bench stock	39
C83	Analyze workload requirements	38
D139	Counsel trainees on training progress	37
B65	Supervise Apprentice Missile Maintenance Specialists (AFSC 41131A)	36
E205	Write correspondence	36
A23	Prepare briefings	35
A4	Develop equipment utilization schedules	34
C98	Evaluate maintenance or use of workspace, equipment, vehicles, or supplies	33

TABLE A15
FIRST-LINE SUPERVISORS
(ST0155)

NUMBER OF PEOPLE IN GROUP: 12
PERCENT OF TOTAL SAMPLE: 1%
TAFMS: 187 MONTHS
AVERAGE NUMBER OF TASKS PERFORMED: 27

<u>TYPICAL TASKS</u>		<u>PERCENT MEMBERS PERFORMING</u>
C125	Write EPRs	100
A13	Establish work schedules	92
B30	Conduct performance feedback worksheet sessions	92
B33	Counsel personnel on personal or military-related matters	83
B29	Conduct briefings	83
A14	Participate in meetings, such as staff meetings, briefings, conferences, or workshops	75
B60	Orient newly assigned personnel	75
B73	Supervise Missile Maintenance Specialists (AFSC 41151A)	67
B49	Dispatch maintenance teams	67
A3	Determine work priorities	67
A2	Determine requirements for space, personnel, equipment, or supplies	67
B43	Direct missile maintenance functions	58
E176	Locate information in TOs	58
A9	Develop work methods or procedures	58
B75	Supervise Missile Maintenance Technicians (AFSC 41171A)	50
A27	Schedule temporary duty, leaves, or passes	50
E174	Inventory equipment, tools, or supplies, other than bench stock	50
B28	Assign personnel to duty positions	50
A25	Prepare recall rosters	50
C127	Write recommendations for awards or decorations	50
C121	Perform self-inspections	50
B65	Supervise Apprentice Missile Maintenance Specialists (AFSC 41131A)	42
E166	Complete AF Forms 2005 (Issue/Turn-in Request)	42
E181	Maintain custody account/custody receipt listings (CA/CRLs)	42
A7	Develop organizational charts	42
E179	Maintain composite tool kits	33
E173	Inventory bench stock items	33
E168	Initiate AFTO Forms 22 (Technical Order System Publication Improvement Report and Reply)	33

TABLE A16

**SECOND-LINE MANAGERS
(ST0146)**

NUMBER OF PEOPLE IN GROUP: 64
 PERCENT OF TOTAL SAMPLE: 6%
 TAFMS: 185 MONTHS
 AVERAGE NUMBER OF TASKS PERFORMED: 64

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A14 Participate in meetings, such as staff meetings, briefings, conferences, or workshops	92
B30 Conduct performance feedback worksheet sessions	92
A3 Determine work priorities	91
C125 Write EPRs	88
B33 Counsel personnel on personal or military-related matters	88
A11 Establish performance standards	86
A27 Schedule temporary duty, leaves, or passes	84
A13 Establish work schedules	84
B60 Orient newly assigned personnel	84
C127 Write recommendations for awards or decorations	83
C121 Perform self-inspections	81
C92 Evaluate individuals for recognition	81
C107 Inspect personnel for compliance with military standards	80
B29 Conduct briefings	78
A9 Develop work methods or procedures	78
B59 Interpret policies, directives, or procedures for subordinates	77
B61 Review local policy or higher headquarters directives	77
B28 Assign personnel to duty positions	75
A2 Determine requirements for space, personnel, equipment, or supplies	73
E176 Locate information in TOs	66
E180 Maintain counseling forms	66
B73 Supervise Missile Maintenance Specialists (AFSC 41151A)	64
C88 Evaluate compliance with performance standards	63
C91 Evaluate individuals for promotion, demotion, or reclassification	61
A5 Develop inspection programs	61
C123 Review recommendations for awards or decorations	59
C83 Analyze workload requirements	59
A25 Prepare recall rosters	59
D141 Determine OJT requirements	59
B75 Supervise Missile Maintenance Technicians (AFSC 41171A)	58
E205 Write correspondence	58
C95 Evaluate job descriptions	58

TABLE A17

TRAINERS
(ST0123)

NUMBER OF PEOPLE IN GROUP: 15

PERCENT OF TOTAL SAMPLE: 1%

TAFMS: 147 MONTHS

AVERAGE NUMBER OF TASKS PERFORMED: 47

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
D163 Write test questions	100
D158 Prepare lesson plans	100
D161 Score tests	94
D128 Administer tests	88
A14 Participate in meetings, such as staff meetings, briefings, conferences, or workshops	81
D135 Conduct resident course classroom training	75
D139 Counsel trainees on training progress	75
D160 Procure training aids, space, or equipment	75
D131 Attend supplemental training	69
A2 Determine requirements for space, personnel, equipment, or supplies	69
D164 Write training reports	63
A13 Establish work schedules	63
D145 Develop training aids	63
D155 Maintain training records, charts, or graphs	63
D140 Counsel trainers or instructors	63
C125 Write EPRs	63
D151 Evaluate training methods or technicians	56
C121 Perform self-inspections	56
A23 Prepare briefings	56
A3 Determine work priorities	56
B36 Direct evaluations of personnel	50
D136 Conduct safety training	50
A9 Develop work methods or procedures	50
D157 Plan or conduct advanced or specialized training, other than OJT	44
D147 Direct or implement training programs, other than OJT	44
E205 Write correspondence	44
D152 Evaluate training progress of students	44
D159 Prepare training reports	44
B29 Conduct briefings	44
D149 Evaluate instructor performance	44

TABLE A18
QUALITY ASSURANCE
(ST0207)

NUMBER OF PEOPLE IN GROUP: 11
PERCENT OF TOTAL SAMPLE: 1%
TAFMS: 136 MONTHS
AVERAGE NUMBER OF TASKS PERFORMED: 48

TYPICAL TASKS	PERCENT MEMBERS PERFORMING
C126 Write quality assurance inspection reports	100
C88 Evaluate compliance with performance standards	100
E176 Locate information in TOs	91
C94 Evaluate inspection reports or procedures	91
C103 Evaluate utilization of protective equipment	82
C107 Inspect personnel for compliance with military standards	82
C98 Evaluate maintenance or use of workspace, equipment, vehicles, or supplies	82
C93 Evaluate inspection programs	82
C99 Evaluate procedures for storage, inventory, or inspection of property items	82
C86 Evaluate administrative forms, files, or procedures	82
B82 Validate new maintenance procedures	82
C90 Evaluate emergency procedures	82
B53 Implement quality assurance standards	73
E168 Initiate AFTO Forms 22 (Technical Order System Publication Improvement Report and Reply)	73
C111 Perform quality assurance inspections of aerospace ground equipment (AGE)	73
C121 Perform self-inspections	73
C102 Evaluate suggestions	73
C120 Perform quality assurance inspections of vehicle and equipment control flights	64
C100 Evaluate safety programs	64
D151 Evaluate training methods or techniques	64
B59 Interpret policies, directives, or procedures for subordinates	64
B52 Implement inspection programs	55
C116 Perform quality assurance inspections of missile maintenance teams (MMTs)	45
C110 Perform nuclear surety inspections	45
C118 Perform quality assurance inspections of pneudraulic shop maintenance	36
C114 Perform quality assurance inspections of mechanical shop maintenance	36

TABLE A19

EMDAS OPERATOR JOB
(ST0192)

NUMBER OF PEOPLE IN GROUP: 11

PERCENT OF TOTAL SAMPLE: 1%

TAFMS: 134 MONTHS

AVERAGE NUMBER OF TASKS PERFORMED: 16

<u>TYPICAL TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E193 Perform EMDAS startup or shutdown procedures	100
E190 Perform EMDAS data-base recovery procedures	100
E192 Perform EMDAS emergency system shutdown procedures	100
E204 Troubleshoot EMDAS components	91
E197 Perform nightly EMDAS maintenance procedures	73
E194 Perform EMDAS user training	73
E191 Perform EMDAS degraded mode operations	73
E196 Perform minor repairs on EMDAS components	64
E189 Perform EMDAS data-base integrities	55
E174 Inventory equipment, tools, or supplies, other than bench stock	55
E166 Complete AF Forms 2005 (Issue/Turn-in Request	36